

QUEENSLAND TREASURY

Disability Service Plan 2024-2027

Progress Report 2023-24

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Translating and interpreting assistance

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About our Disability Service Plan

Purpose

The *Disability Services Act 2006* (the Act) provides a foundation for promoting the rights of Queenslanders with disability, increasing their wellbeing, and encouraging their participation in community life. This legislation requires all Queensland Government departments to develop and implement a disability service plan (DSP).

The purpose of DSPs is to ensure each agency implements and promotes the government's policies for people with disability, having regard to the Act's service delivery principles and human rights. To deliver a coordinated whole-of-government approach, departmental DSPs are aligned to the State Disability Plan and the National Disability Strategy.

About us

Queensland Treasury drives the government's plan to grow the Queensland economy and create jobs in line with the government's economic growth priorities and longer-term economic strategy.

Our role involves providing trusted, impartial, and influential advice to the government about the economy and state finances and expert advice about government policies and strategies.

This includes the ongoing management of the Compulsory Third Party (CTP) scheme in Queensland through the Motor Accident Insurance Commission (MAIC) as the regulatory authority.

In addition, funding for necessary and reasonable treatment, care and support is provided through the National Injury Insurance Scheme, Queensland (NIISQ) for people who have sustained an eligible serious personal injury in a motor vehicle accident in Queensland, on or after 1 July 2016.

We deliver fiscal sustainability while maintaining and continuing to improve the state's revenue base through best practice revenue collection and penalty debt management through the Queensland Revenue Office (QRO).

Context and framework

The collective framework outlined below forms Queensland's commitment to upholding and promoting the rights of people with disability.

United Nations Convention on the Rights of Persons with Disabilities	Internationally, the United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) provides the framework to promote and protect the human rights of people with disability.
Australia's Disability Strategy 2021–2031	<p>Australia is implementing the UNCRPD through Australia's Disability Strategy 2021–2031 (the ADS). The ADS has been co-designed with people with disability to provide a framework and the outcomes we need to advance the human rights of people with disability.</p> <p>It includes an outcomes framework and five targeted action plans (TAPs) in the areas of employment, community attitudes, early childhood, safety and emergency management.</p>
Legislation	The Queensland Government also implements the UNCRPD through a range of legislation, including the <i>Anti-Discrimination Act 1991</i> , the <i>Disability Services Act 2006</i> , and the <i>Human Rights Act 2019</i> .
Queensland's Disability Plan 2022-27: Together, a better Queensland	<p>Queensland's state disability plan (SDP) is the primary way in which we implement the ADS in Queensland. There are no actions in the SDP, instead the Queensland Government has committed to actions in the TAPs.</p> <p>The SDP provides four Building Blocks to be considered when developing agency disability service plans: co-design, measurement of outcomes and impact, human rights, and cultural and systems change; and four Impact Areas to structure actions: Our service users, Our people, Our places, and Our community.</p>
Our Disability Service Plan 2024-2027 (DSP)	<p>Queensland Government departments have a legislative requirement to develop and publish a DSP every three years. The DSP must include actions relevant to the department from the TAPs. Departments can then develop further actions.</p> <p>The steps to defining actions follow three elements: consider the Building Blocks, decide which Impact Area it fits under and which ADS Outcome Area it aligns with.</p> <p>This document forms the Department's DSP for the period 2024-2027.</p>

Progress reporting

Treasury will report annually on the implementation of this plan and contribute to a yearly progress report on the state disability plan implementation.

This is the Progress Report for the first year of this Plan and covers the period 1 July 2023 to 30 June 2024.

Equity, Diversity, and Inclusion Framework

The Disability Services Plan forms part of Treasury's Equity, Diversity, and Inclusion Framework, detailed on the next page.

Queensland Treasury Equity, Diversity, and Inclusion Framework

Queensland Treasury recognises the value in equity, diversity and inclusion. Being able to draw on the different skills, backgrounds, experiences and insights of our workforce enables us to better deliver for the diverse community we serve. We are committed to representing the Queensland community by building on our existing workforce diversity – as reflected in our 2026 diversity targets – and fostering an inclusive culture where everyone can contribute and achieve their potential.

We will achieve this through our commitments as part of the strategies and plans outlined within this framework.

Diversity	2024 Representation	2026 Targets
People with disability	7%	12%
Aboriginal and Torres Strait Islander peoples	1%	4%
Women in leadership	48%	50%
Culturally and linguistically diverse people	14%	12%



Queensland Treasury Strategic Workforce Plan

Equity, Diversity and Inclusion Plan 2024-25

Our plan for growing the equity and diversity of our workforce and fostering an inclusive culture where everyone feels valued, respected and empowered to achieve their potential.

Reframing the Relationship with Aboriginal and Torres Strait Islander Peoples Plan 2024-27

Queensland Treasury commits to reframing the relationship with Aboriginal and Torres Strait Islander peoples by recognising and honouring them as the first people of Queensland and engaging in truth-telling about the shared history of all Australians.

Multicultural Action Plan 2024-27

Queensland Treasury recognises the capacity and organisational growth that can be gained by embracing and valuing the contributions of people from culturally and linguistically diverse (CALD) backgrounds.

Disability Service Plan 2024-27

Queensland Treasury is committed to increasing the awareness, attraction, representation, and employment of people with disability by providing an accessible and safe workplace where people can thrive.

23-071

Equity, Diversity & Inclusion Steering Committee

Champions and Networks

- Executive Champion – First Nations
- Executive Champion – Gender Equity
- Multicultural Network
- NeuroDivergent Network
- First Nations Network
- Rainbow Network
- Executive Champion – Disability Inclusion
- Disability Inclusive Network

QUEENSLAND TREASURY



'Rich history, thriving future'
artwork by David Williams of Gilimbaa.



Building Block statements

The four building blocks of the State Disability Plan (co-design, human rights, measurement of outcomes, cultural and systems change) have guided us in identifying what action we need to take to progress the issues most important to people with disability in Queensland.

Treasury acknowledges the contributions of employees with disability in developing and implementing this plan.



Co-design	Human rights	Measurement of outcomes and impact	Cultural and systems change
<i>We do things with people with disability, not to them or for them.</i>	<i>We will promote and protect the rights of people with disability in everything we do.</i>	<i>We set clear targets, and we measure our progress.</i>	<i>We grow inclusion from within by removing barriers embedded in structures and systems.</i>
<p>Treasury recognises that disabilities are diverse; a person may be born with disability, acquire disability through illness or accident, and their impairment may be permanent or temporary, and change over time. Working with the individual to support their needs is of paramount importance.</p> <p>Treasury’s DSP 2024-27 was co-designed with an Employee Reference Group comprising people with disability and informed by consultation with Treasury’s Disability Network. Relevant business areas also engage with service users with disability to support improvements for people with disability.</p>	<p>Treasury is committed to promoting and protecting human rights and ensuring our workforce is aware of how we must consider human rights in the delivery of our services, policies, and advice.</p> <p>Current workforce strategies are aimed at embedding a person-centred approach to the way we respond to people, in our workplace and in the delivery of services. This approach aligns with the social model of disability and recognises that removal of barriers to participation will enable participations and protect and promote the human rights of all people.</p>	<p>Treasury will monitor progress, measure impacts, and make iterative improvements to the design of strategies under this plan.</p> <p>We draw on a variety of sources including:</p> <ul style="list-style-type: none">• Working for Queensland (WfQ) employee opinion survey• Equity and Diversity Audit findings• National Injury Insurance Scheme Queensland (NIISQ) participant data, network forums and funded research program and actuarial data• Motor Accident Insurance Commission (MAIC) funded research data and Claimant Research	<p>Building greater levels of confidence in person-centred approaches will enable Treasury to respond at an individual and system level to work with people with disability in breaking down or removing barriers.</p> <p>Treasury includes people with disability on internal committees for the development of internal strategies and Participant Consultation Groups for the review and development of products and services for customers and stakeholders with disability.</p>




Our actions

1. Our service users

Our service delivery must be inclusive for all people. In addition to these more traditional service users, Treasury has a role in influencing outcomes for the people of Queensland.

Treasury does not have any obligations under the ADS Targeted Action Plans. However, Treasury will seek to support the work of the Public Sector Commission and the sector under the Employment Targeted Action Plan to attract, recruit and retain more people with disability within our agency.



1.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	Progress	Traffic Light	ADS outcome area
a.	<p>Provide interpreting services (e.g., Auslan) for people with disability to access on request and make captions and transcripts available whenever possible for events</p> <p><i>(Prev: QT DSP 2019-23 - 2.1)</i></p> <p><i>(Ref: QT DSAP – Goal 2)</i></p>	Improving access to Queensland Government for people with disability supports cultural and systems change and upholds their human rights . By breaking down the barriers to access, people with disability have the opportunity for full inclusion.	<p>Translation and interpretation services are available to Queenslanders with disability.</p> <p>Annual use and cost of all translation and interpretation services used.</p>	Ongoing	Whole of Treasury	<p>Treasury seeks to ensure that all Queenslanders, including the 1-in-5 with disability can access information to the community provided by Treasury. Some of the activities undertaken included the following:</p> <p>Insurance Commission - Queenslanders have access to important information about Queensland’s Compulsory Third Party (CTP) insurance scheme and the National Injury Insurance Agency through incorporation of translation and accessibility software (ReachDeck) on websites for the Motor Accident Insurance Commission (MAIC) (www.maic.qld.gov.au) and National Injury Insurance Agency, Queensland (NIISQ) (www.niis.qld.gov.au). This assistive toolbar improves accessibility and readability. It translates website content into different languages and reads aloud translated text where there is a matching voice available. Data obtained between 1 July 2023 and 30 June 2024 indicated that over 7,000 Queenslanders had used the ReachDeck tool. Additionally, there were 6 occasions where interpreters were engaged by the Nominal Defendant at a cost of approximately \$2,068. This compares to three occasions and \$402 in 2022-23. During this period an interpreter was engaged by MAIC on one occasion at a cost of \$152.35.</p> <p>Queensland Revenue Office (QRO) - While the proportion of QRO’s clients who required language support was relatively small, the use of language support services by QRO increased in 2023-24 with \$44,832 spent on the engagement of interpreters and translators compared to \$10,572 in 2022-23. In 2023-24, there were 966 occasions where interpreters and translators were engaged by QRO compared to 229 in 2022-23 and 79 in 2021-22.</p> <p>Budget Office - The Budget website continues to increase the availability of accessible Budget and Regional Action Plan documents (through use of HTML).</p> <p>Internal Communications - Transcripts are always made available to staff soon after Treasury Virtual Town Halls (all staff meetings) are held over Teams and/or Live with the option that staff can use the captions function. QRO internal celebrations and events make use of Auslan Interpreters for staff when needed.</p>		<p>Inclusive homes and communities</p> <p>Community attitudes</p> <p>Safety, Rights and Justice</p>
b.	<p>Consider the needs of people with disability and carers during development, monitoring and evaluation of services, policies, and fiscal advice.</p> <p><i>(Prev: QT DSP 2019-23 - 5.1)</i></p>	This action supports co-design, human rights and cultural and systems change by ensuring the needs of people with disability are considered for all services, policies, and fiscal advice.	Services, policies, and fiscal advice consider the needs of people with disability, carers and other diversity groups in development and implementation.	Ongoing	Whole of Treasury	<p>Queensland Treasury and the Queensland Revenue Office (QRO) considers the needs of all users. when designing and implementing new services or changes to existing services. While considering and providing feedback on policy and funding proposals from other Queensland Government agencies, Treasury Analysts consider the needs of people with disability and carers where relevant. There is a dedicated team within Social Policy that works closely with the relevant agency which has oversight of Disability Services to provide advice on a range of policy and funding matters</p> <p>Furthermore, the National Injury Insurance Scheme – Queensland (NIISQ) within the Insurance Commission has engaged Participant Reference Groups consisting of people with disability in the design, implementation and evaluation of their informational resources and services.</p>		<p>Inclusive homes and communities</p> <p>Community attitudes</p> <p>Safety, Rights and Justice</p> <p>Community attitudes</p>
c.	<p>Invest in targeted research to improve health and participation outcomes for people injured in motor vehicle accidents.</p>	This action supports co-design, human rights and cultural and systems change by ensuring the needs of people with disability are considered in research design and translation.	Improved health and participation outcomes for people who have been injured in motor vehicle accidents	Ongoing	Motor Accident Insurance Commission (MAIC)	<p>During 2023-24 MAIC invested in research and work to improve road safety and prevent transport related injuries that could result in CTP claims and long term disabilities and provided support to various stakeholders TMR, QPS and Universities. This has included:</p> <ul style="list-style-type: none">Funding for Road Safety Data Bureau involving QPS, TMR, MAIC and Queensland Health which will provide greater insights into crash circumstances to inform potential countermeasures.Funding to QPS to provide additional on road enforcement on Queensland roads.		<p>Inclusive homes and communities</p> <p>Health and wellbeing</p> <p>Employment</p> <p>Personal and community support</p>

1.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	Progress	Traffic Light	ADS outcome area
						<ul style="list-style-type: none">Support to PCYC to coordinate Braking the Cycle program across Queensland to assist disadvantaged people to obtain the 100 hours of on road driving necessary to obtain their drivers licence.Partnering with TMR in relation to Ride2Zero, to enhance motorcycle safety.		
d.	Provide reasonable adjustment services for people with disability to access information and support navigating the Compulsory Third Party (CTP) scheme on request.	Improving access to Queensland Government for people with disability supports cultural and systems change and upholds their human rights . By breaking down the barriers to access, people with disability have the opportunity for full inclusion.	Reasonable adjustments are available to Queenslanders with disability.	Ongoing	MAIC	<p>During 2023-24 MAIC:</p> <ul style="list-style-type: none">continued to support the ReachDeck Toolbar (previously known as Browsealoud). The ReachDeck Toolbar allows website visitors to personalise how they access information, including text-to-speech, reading and translation support.enabled caller identification on the MAIC enquiry line, which operates as a call back service. Customer feedback indicated that calling from a private number was a potential barrier to accessing information about the CTP scheme, as customers may choose not to answer these calls or they might be automatically blocked by some telephone providers. Displaying the MAIC telephone number aims to break down these barriers by allowing customers to verify the call's legitimacy.		Safety, rights, and justice Personal and community support Health and wellbeing
e.	Continued operation of dedicated research consumer groups at MAIC funded research centres such as Hopkins Centre at Griffith University and Recover at University of Queensland.	This action supports co-design, human rights and cultural and systems change by ensuring the needs of people with disability are considered in research design and translation.	Injury prevention and rehabilitation research and services are co-designed with people with a lived experience of disability	Ongoing	MAIC	<p>During 2023-24 MAIC has provided:</p> <ul style="list-style-type: none">funding to Griffith University to improve and restore functional recovery for those with permanent spinal cord injuries combining stem cell transplants with specialised rehabilitation. This research is expected to commence human clinical trials by the end of 2024.funding to the Biospine initiative at Griffith University using thought control, electrical stimulation and drug therapy. Stage two of this initiative is focused on preparing these potential aids and products for commercialisation, so that they may be available for people with spinal cord injury into the future.funding to Spinal Life Australia to support operations of the vocational rehabilitation program for people with spinal cord injuries (Back2Work). 66 referrals were made to this Service during 2023-24.funding for a Fellowship at the Queensland Brain Institute to undertake a prospective longitudinal study to identify biomarkers that could be used for the prediction of patient outcomes in those with moderate to severe traumatic brain injuryoperational funding to the Hopkins Centre at Griffith University to undertake a program of translation research in the field of rehabilitation and severe disability.		Inclusive homes and communities Health and wellbeing Employment Personal and community support
f.	Co-design a Disability Service Plan with employees and scheme participants with disability	This action supports co-design, human rights and cultural and systems change by ensuring the needs of people with disability are considered in supports funded by the National Injury Insurance Scheme Queensland (NIISQ).	Codesign a Disability Service Plan with employees and scheme participants with disability	By 2025	NIISQ Agency	<p>Consultation with NIISQ employees and NIISQ participants has commenced and is ongoing.</p> <p>Establishment of a working group for the development of the Disability Service Plan is on track.</p> <p>Executive Champion has been identified.</p>		Inclusive homes and communities Health and wellbeing Employment Personal and community support





2. Our people





We are committed to building an inclusive culture in which our diversity is valued, respected, and celebrated.


We recognise the importance and value of social and economic participation by people with disability, by developing inclusive workplaces and diverse workforces, building workforce participation of people with disability.

2.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	Progress	Traffic Light	ADS outcome area
2.1	Recruitment & Selection-	Attraction and entry pathways						
a	<p>Continue to attract people with disability to apply for Treasury roles through:</p> <p>I. partnering with disability organisations</p> <p>II. Internships, Cadetships and/or Graduate program roles</p> <p>III. language welcoming diversity in job ads and applicant packs</p> <p>IV. Information that reasonable adjustments are available and can be requested during the selection process provided in applicant packs</p> <p><i>(Ref: from E&D Plan 2023-4)</i> <i>Also see 2.3 below re supporting resources & capability uplift</i></p>	<p>Attracting, recruiting, and retaining more people with disability champions inclusive practices, contributing to cultural and systems change. Diversity means a broader range of skills, experiences, and perspectives among employees.</p>	<p>Increased numbers of people with disability applying for Treasury roles</p> <p>Achieving or exceeding Treasury's target of 12% of employees identifying as living with disability by 2026.</p>	Ongoing	Whole of Treasury with People & Culture support	<p>I. Treasury holds membership with key expert organisations including Diversity Council of Australia (DCA) and the Australian Disability Network (AusDN). We draw tools and resources from these organisations to support our policies and procedures. In addition, Treasury's Chief HR Officer met with the Queensland Disability Advisory Council (QDAC) on 17 Oct 2023 to discuss ways in which Treasury can better support Queenslanders with Disability.</p> <p>II. Internships - Treasury participated in the Australian Disability Network's "Stepping Into" Internship Program. Through this program three (3) university students with disability were provided the opportunity to gain meaningful, paid work experience within Treasury (<i>152 hours total during the semester break</i>), and the host team benefited through undertaking training and experience designed to improve disability confidence. Additionally, a further intern with an Economics qualification was hosted by the Office of Productivity through Autism Queensland.</p> <p>Cadetships – Two (2) university students with disability were engaged as cadets (<i>1 day per week for 12 months while undertaking university studies</i>). Of the 82 applicants, 45 indicated that they had disability.</p> <p>Graduates – Three (3) university graduates with disability were engaged permanently through Treasury's GradStart program.</p> <p>III. Wording for Treasury job vacancies and applicant packs specifically welcomes people with disability and those who are neurodivergent.</p> <p>IV. Applicant packs encourage applicants to request adjustments during selection processes.</p> <p>V. A working party has been established to consider additional steps that Treasury can be taking to continue to attract people with a disability to apply for Treasury roles.</p>		<p>Community attitudes</p> <p>Employment and financial security</p> <p>Employment Targeted action plan (TAP) (action 1.3)</p>
b	<p>Ensuring external providers of recruitment services are familiar with Treasury's disability services plan, equity, diversity and inclusion standards, the directive, and have access to advice if required.</p> <p><i>Also see 2.3 below re supporting resources & capability uplift</i></p>	As above	<p>Increased numbers of people with disability applying for Treasury roles</p> <p>Achieving or exceeding Treasury's target of 12% of employees identifying as living with disability by 2026.</p>	As above	As above	<p>Treasury's published Equity, Diversity and Inclusion Plan explicitly states that Treasury aims to reach the target of 12 per cent employees with disability by 2026, through:</p> <ul style="list-style-type: none">○ inclusive recruitment and selection practices○ making adjustments available during selection processes.		As above

2.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	Progress	Traffic Light	ADS outcome area
2.2	Communication	Changing attitudes and awareness about disability						
a	<p>Continue to raise the disability awareness of all staff and increase capability by promoting information and resource, and sharing examples:</p> <p>I. disability awareness training</p> <p>II. services available for people with disability (e.g., Auslan interpreting services) processes to request and support reasonable adjustments with a person-centred focus</p> <p>III. digital accessibility</p> <p>IV. asking staff to share their personal stories of disability through corporate communications.</p> <p>(Prev: QT DSP 2019-23 - 8.1) (Ref: QT DSAP – Goal 1)</p>	<p>This will include the development of resources to support the each of these areas of disability awareness.</p> <p>Disability awareness helps to break stereotypes, overcome preconceptions, and will provide skills, knowledge, and tools to confidently work with people with disability.</p> <p>By continuing to support development of our staff in these areas of awareness, we promote cultural, and systems change and promote human rights.</p>	<p>Treasury regularly promotes resources and shares information and success stories on the value of diversity.</p> <p>Disability awareness training is available to all staff</p>		<p>Whole of Treasury with People & Culture support</p> <p>Strategic Communications</p>	<p>I. The following disability awareness training was offered during this period:</p> <ul style="list-style-type: none">○ Navigating Neurodiversity in the Workplace webinar – 30 Oct○ DCA Case study – Accessibility at Microsoft - webinar – 21 Nov○ Workplace adjustments: What they are, how to make them - webinar - 6 Dec○ SBS Inclusion - Disability module available through Learning management (always available – promoted Dec 2023)○ “How to create a neurodiverse-friendly workplace” webinar 28 Feb 2024○ Blind Citizen’s Australia: “Accessible and Inclusive Recruitment Practices” - Thu 21 Mar 2024○ Blind Citizen’s Australia: “Reasonable Adjustments and Assistive Technology in the Workplace.” – 18 Apr 2024○ “Neurodiversity at work” – webinar – 18 Apr 2024 <p>II. Treasury continues to promote information on our intranet on how and when to engage an interpreter. This information includes requirements under the Queensland Language Services Policy and the Queensland Language Service Guide, and a link to the Standing Offer Arrangement for easy access. Information about how to engage interpreting services was promoted in August 2023 Auslan Interpreters were regularly engaged to provide support for a small number of Deaf employees.</p> <p>A total of 200 (14%) respondents to the 2023 Working for Queensland survey indicated that they live with disability. Of these only 2 respondents indicated that they had requested an adjustment which had been declined</p> <p>III. To support Treasury’s capability to ensure digital accessibility, the following digital accessibility training was offered to employees in Information Technology Services (ITS), Strategic Communications and Facilities during this period:</p> <ul style="list-style-type: none">○ “Masterclass on Social Media and Content Accessibility” 13 & 14 Mar 2024.○ Wayfinding Technologies for those who are Blind or Vision Impaired - Tues 16 Apr 2024 <p>Other related action to raise capability for digital accessibility include:</p> <ul style="list-style-type: none">○ Information Technology Services (ITS) have commenced Evaluating Microsoft Accessibility training for rollout to all QT staff.○ Strategic Communications circulated the newly developed whole-of-government Events Accessibility Guide amongst their team to raise awareness of principles and ensure application to Treasury events, including Budget Day. <p>IV. A personal story of lived experience of disability and neurodivergence was shared with all Treasury employees in January 2024 along with links to resources on neurodivergence.</p> <p>Of the 200 respondents to the 2023 WfQ survey, most (77% or 154 respondents) agreed they feel safe and respected at work.</p> <p>V. A working party has been established to increase training and awareness.</p>		<p>Employment and financial security</p> <p>Community attitudes</p> <p>Safety, rights, and justice</p> <p>Community attitudes</p>

2.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	Progress	Traffic Light	ADS outcome area
2.2	Communication	Changing attitudes and awareness about disability						
b	Celebrate Disability Action Week	We promote cultural and systems change , promote human rights , and create impact by recognising the contributions people with disability make to our lives, families, workplaces, communities, and to Queensland's economy during Disability Action Week.	Annual activities which focus awareness on people with disability and the resources and development available within Treasury.	Nov annually	Whole of Treasury with People & Culture support Strategic Communications	As part of Disability Action Week (26 Nov – 2 Dec) and International Day of People with Disability (IDPWD) (3 Dec) Treasury promoted resources on: <ul style="list-style-type: none"> Under Treasurer Message to all staff 24 Nov 2023 recognised the contributions made by people with disability to our workplace, communities and the Queensland economy, announced Jo Keen as new Executive Champion for Accessibility and Disability Inclusion and called for expressions of interest for a Working Party Treasury shared a Social Media post re: contributions of people with disability to the Queensland economy Treasury shared articles which included resources for inclusive recruitment and neurodiversity, and webinars hosted by JobAccess on Workplace Adjustments and Queenslanders with Disability Network on employing people with disability. Treasury promoted the DPC Speaker Series event (in person and online) featuring disability advocate Uncle Wilfred Prince, a proud Kalkadoon man with disability (7 Dec 2023). 		Inclusive homes and communities Community attitudes Employment and financial security
c	Increasing workplace engagement relating to accessibility and disability inclusion through leadership including: <ul style="list-style-type: none"> I. An Executive Champion for Accessibility and Disability Inclusion to drive cultural change and ensure initiatives are appropriately resourced (Ref: E&D Plan 2023-4) II. Senior leaders active support for, and promotion of, disability awareness strategies by sharing messages with their staff. 	We promote cultural and systems change , promote human rights , and create impact when senior leaders lead the way in championing disability.	Increased advocacy and support for accessibility and disability inclusion initiatives Improvement in Working for Queensland results.	Ongoing	ELT Senior leaders People & Culture support	I. During this period we maintained our Executive Champion for Accessibility and Disability Inclusion: <ul style="list-style-type: none"> Amy Rosanowski (A/Commissioner, QRO) until October 2023 Jo Keen (Head of Corporate) from November 2023 who has established an Accessibility Reference Group to assist with identifying and implementing Disability Inclusion initiatives. II. QRO - Senior leaders in QRO promoted disability awareness by publishing two articles in Commissioner's News all staff updates: <ul style="list-style-type: none"> an article encouraging people to get on board with fostering disability inclusion. an article promoting QRO staff member with a disability who was undertaking a charity swim to raise funds for Sunshine Coast Special Schools 		Inclusive homes and communities Community attitudes Employment and financial security
d	Reinforce the positive intent and outcomes of the Flex Connect Framework to all people managers and their staff within Treasury. (Ref: E&D Plan 2023-4)	We trigger cultural and systems change , when the business supports the access to flexibility that is often an important form of adjustment for people with disability, and particularly for employees with hidden disabilities who may not have shared this information with their supervisors or colleagues. This action uses co-design and data from WfQ survey and ERGs to develop an understanding of the challenges faced by people with disability.	Improvement in WfQ survey results for Flexible Work: Work Together to discuss individual needs for flexible work arrangements.	Ongoing	All managers to familiarise themselves with the flex-connect framework. People and Culture	Treasury embraces Flexible Working arrangements and ensures that there are policies and processes in place to support our people working flexibly. Flex Connect framework promoted 18 Aug 2023		Inclusive homes and communities Community attitudes Health and wellbeing Employment and financial security
2.3	Disability Confidence	Development opportunities for panel chairs, supervisors, IT, Comms and HR						
a	Provide development and resources for recruitment panels in relation to recruiting people with disability including reasonable adjustment, targeted, and identified roles, and the requirements of recruitment and selection directive (07/23), and pathways for people with disability, including services provided by disability employment providers. (Prev.: QT DSP 2019-23 - 7.1a and 7.1b) (Ref: E&D Plan 2023-4)	This delivers on the cultural and systems change building block. It will also meet commitments toward a human rights approach. This action uses co-design and data from WfQ survey and ERGs to develop an understanding of the challenges faced by people with disability.	Increased numbers of people with disability applying for Treasury roles Achieving or exceeding Treasury's target of 12% of employees identifying as living with disability by 2026. An increase in WfQ respondents who have identified that they live with disability and have been through a recruitment process in	Ongoing	Whole of Treasury with People & Culture (Recruitment team) and Public Sector Commission support	Intranet pages are maintained for: <ul style="list-style-type: none"> Workplace adjustments Recruitment adjustments During IDPWD (Dec 2023) all staff received information about where to locate practical factsheets promoted on inclusive recruitment and setting up accessible interviews To ensure Treasury Panel Chairs and those involved in Recruitment and Selection are equipped to help Treasury to achieve its Diversity Target of 12% representation of employees with disability the following opportunities were promoted:		Employment and financial security Community attitudes

2.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	Progress	Traffic Light	ADS outcome area
			the past 12 months have found it be to be accessible and inclusive.			<ul style="list-style-type: none">“How do you combine Merit and Diversity in Recruitment and Selection?” with Dr Linda Colley – webinar (25 Oct)Training on applying the principles of equity, diversity, respect and inclusion to recruitment and selection Recruitment And Selection – One Day Institute Of Managers And Leaders – (13 Nov)Workplace Adjustments: what they are, how to make them by JobAccess (IPDwD webinar 7 Dec) <p>A total of 200 (14%) respondents to the 2023 Working for Queensland survey indicated that they live with disability. Of these the majority (77% or 79 respondents) who had been through a recruitment process in the last 12 months found it to be accessible and inclusive.</p>		
2.4	Career Progression	Targeted development opportunit for employees with disability						
a	Support the career progression of employees with disability through targeted opportunities for professional development . (Prev: QT DSP 2019-23 - 14.3) (Ref: E&D Plan 2023-4)	This enables cultural and systems change in the way opportunities are inclusive of people with disability. This ensures our people are safe and supported to thrive at work and grow their careers. Making opportunities inclusive to people with disability enables cultural and systems change and promotes human rights . By improving leadership representation, we gain diversity and encourage people with disability to grow their careers with the public sector	Take up of development opportunities by employees living with disability. Target - 8% representation at the Senior Officer and Senior Executive Service (and equivalent) levels, by 30 June 2026. The % of employees at the Senior Officer and Senior Executive Service (and equivalent) levels, by 30 June 2026.	Ongoing	Whole of Treasury with People & Culture support	Provided Targeted Opportunities through expressions of interest to employees with disability to attend: <ul style="list-style-type: none">Qld Public Sector Women in Leadership Summit 2024 (28 & 29 Feb)IPAA IWD event (7 Mar)8th Qld Public Sector Women in Leadership Summit (5 Jun)Job application skills workshop (19 Oct)		Community attitudes Employment and financial security
2.5	Engagement and Representation –	Employees with disability						
a	Conduct campaigns to improve the completion of the diversity data census so it more accurately reflects the workforce.	By providing agencies with improved messaging that promotes data confidentiality and safety to share disability identity information, we improve the census as a central measurement tool and enhance cultural and systems change .	Frequency of campaign to drive census completion.	Annually by 30 Aug	People & Culture Strategic Communications	Data Diversity campaigns promoted: <ul style="list-style-type: none">Sept 2023 - increased completion from 71.3% to 75.6%Jun 2024 – increased completion from 69.9% to 71% <p>A working party has been established to assist with identifying and implementing initiatives in relation to training and awareness.</p>		Employment and financial security Safety, rights, and justice
b	Seek to identify the reasons some Treasury employees are reluctant to disclose their diversity data, through direct engagement and/ or surveys. (Ref: E&D Plan 2023-4)	By understanding reasons for reluctance to share disability identity information, we can codesign ways to improve the census as a central measurement tool and enhance cultural and systems change .	Improvements in the proportion of employees who share they have disability, via diversity census/MOHRI data.	2025	People & Culture	A total of 200 (14%) respondents to the 2023 Working for Queensland survey indicated that they live with disability. Of these: <ul style="list-style-type: none">Only 57 respondents (31%) indicated that they had shared this information with the HR system. This is an increase from 26% in 2022.43 respondents did not see any reason or benefit in sharing this with their agency (down from 55 in 2022)34 respondents were concerned about being discriminated against (compared to 32 in 2022)		Employment and financial security Safety, rights, and justice
c	Engage and consult with an Employee Reference Group of Treasury employees with disability for the development, implementation and/or evaluation of strategies. (Ref: E&D Plan 2023-4)	By partnering with our employees with disability, we can better gauge potential barriers and issues in our culture and systems , protect our employees' human rights by understanding issues faced, foster the codesign of solutions that will better meet their needs. It also assists us to better measure the outcomes and impacts of our actions now and improvements in the future.	Percentage of new/reviewed People and Culture strategies and policies that have engaged with ERGs in their development, implement and/or evaluation.	Ongoing	People & Culture	Communications were promoted to all Treasury employees in August 2023 seeking employees with disability and those identifying as neurodivergent to provide input into development of the Disability Service Plan 2024-7. A co-design process was undertaken to develop strategies and then to review the resulting draft. Employees who identify as Neurodivergent are able to connect with one another an online peer support network that formed in late 2023. There were 37 members by 30 June 2024.		Inclusive homes and communities Community attitudes Health and wellbeing Employment and financial security

2.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	Progress	Traffic Light	ADS outcome area
d	Maintain representation of employees with disability on Treasury's Equity, Diversity, and Inclusion Steering Committee	Representation of disability in the forum which provides strategic oversight and endorsement of ED&I initiatives ensures codesign and cultural and systems change .	At least two representatives with lived experience of disability on the steering committee.	Ongoing	People & Culture ED&I Steering Committee	The Equity, Diversity and Inclusion Steering Committee maintains at least representatives with disability and/or neurodivergence for consultation regarding Treasury ED&I strategies.		Inclusive homes and communities



3. Our places

Our places must be accessible for all people.

In alignment with other central agencies, Treasury recognises that places exist in the physical and online space, and that accessibility in both spaces is vital for inclusion of people with disability to allow for full participation in social, economic, and public life.

Treasury’s offices in 1WS offer state of the art accessibility. Where any additional accessibility needs are identified, these are addressed in collaboration with building management. Treasury will always work with regional and other Brisbane CBD offices to ensure any arising accessibility needs are addressed.




We continue to promote and highlight accessibility options of systems to support accessibility for employees.

3.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	Progress	Traffic Light	ADS outcome area
3.1	Work with employees with disability to make reasonable workplace adjustments as needed.	<p>This action supports co-design, human rights and cultural and systems change by engaging employees in the reasonable adjustment process. This ensures employees are heard and allows them to participate fully in work life.</p> <p><i>NB: Many adjustments are made locally with the supervisor and do not require input from HR.</i></p>	Reasonable workplace adjustments are available to meet individual needs as required. Noting many will be managed locally and not captured in a central register.	Ongoing	Hiring and line managers People & Culture Facilities Information Technology Services	<p>Treasury co-chaired a whole-of-government working group on Workplace Adjustments towards developing new workplace resources.</p> <p>Auslan Interpreters are regularly engaged to provide support for a small number of Treasury employees from the Deaf Community.</p> <p>Resources and information on Adjustments updated.</p> <p>To support Treasury to be able to provide appropriate reasonable workplace adjustments for employees upon request, Information Technology Services have commenced:</p> <ul style="list-style-type: none">Introducing new assistive software applications such as COEUS (AI) and other accessibility tools.Testing a range of assistive software for compatibility within Treasury’s cybersecurity environment with the aim of making available a suite of pre-approved assistive software to be able expedite requests from employees with disability and/or neurodivergence.		Employment and financial security Health and wellbeing Inclusive homes and communities Community attitudes
3.2	Review and ensure departmental websites and digital service portals comply with web content accessibility guidelines (WCAG 2.0 and Digital services policy) including provision of transcripts and/or captions are available for newly created time-based media (i.e. pre-recorded video/audio). <i>(Prev: QT DSP 2019-23 - 3.2)</i> <i>(Ref: QT DSAP 2023 – Goal 2)</i>	We promote cultural and systems change and protect human rights by making sure our websites and video/audio comply with minimum accessibility guidelines.	<p>All new key website content is accessible and complies with guidelines.</p> <p>Develop and maintain a digital service inventory (Ref: QT DSAP 2023 – Goal 2.1) Compliant Digital Services Accessibility Plan</p> <p>Undertake Accessibility Audit</p>	<p>Ongoing</p> <p>Annually by 31 Oct</p> <p>By Oct 2025</p>	Information Technology Services in collaboration with: - Strategic Communications - Insurance Commission - QRO - Budget Office	<p>Digital Services Accessibility Plan (DSAP) submitted to Digital Strategy - 21 Nov 2023.</p> <p>Information Technology Services –</p> <ul style="list-style-type: none">The internal web properties maintained by Information Services undergo continuous assessment and updates to ensure compliance, within the scope available by the vendor products. This includes adhering to web content accessibility guidelines and the DSAP.Regular and continuous improvement activities are undertaken to update web content to meet our commitment. <p>Strategic Communications –</p> <ul style="list-style-type: none">completed an audit of Treasury’s website against WCAG 2.0 requirements and developed a plan to address any compliance issues.Strategic Communications circulated the newly developed whole-of-government Events Accessibility Guide amongst their team to raise awareness of principles and ensure application to Treasury events, including Budget Day.Transcription and/or subtitling is provided for all new time-based media. <p>Insurance Commission –</p> <ul style="list-style-type: none">Queenslanders have access to important information about Queensland’s Compulsory Third Party (CTP) insurance scheme and the National Injury Insurance Agency through incorporation of translation and accessibility software (ReachDeck) on websites for the Motor Accident Insurance Commission (MAIC) (www.maic.qld.gov.au and National Injury Insurance Agency, Queensland (NIISQ) (www.niis.qld.gov.au). This assistive toolbar called improves accessibility and readability. It translates website content into different languages, and reads aloud translated text where there is a matching voice available.		Inclusive homes and communities

3.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	Progress	Traffic Light	ADS outcome area
						<div><div>QRO –</div><div><div>○ QRO's website meets WCAG 2.0 and any relevant Queensland Government standards. All QRO's YouTube videos feature captions to enhance the accessibility of the content.</div><div>○ QRO will continue to monitor best practice standards and consider opportunities for improvements.</div></div><div>Budget Office –</div><div><div>○ The Budget website continues to increase the availability of accessible Budget and Regional Action Plan documents (through use of HTML).</div></div></div>		

4. Our community

The actions we take when engaging with people will be inclusive of the whole Queensland community including regions and remote locations.

4.	Action	Relation to Building Blocks	Measurement	Timing	Responsibility	Progress	Traffic Light	ADS outcome area
4.1	Support national and Queensland communication strategies and activities to promote the <i>Australian Disability Strategy 2021–2031</i> and/or the <i>Queensland Disability Strategy 2022-27</i> <i>(Prev: QT DSP 2019-23 - 1.1)</i>	By ensuring our communication strategies align, we can promote inclusiveness contributing to cultural and systems change and promotes human rights .	ADS-related, campaigns promoted through Treasury communication channels	Ongoing	People and Culture Strategic Communications	Treasury promoted opportunities to participate in co-design of the following: <ul style="list-style-type: none">new Queensland Government peak service for First Nations people with disability (Aug 2023)the Australian Government Carer-Inclusive Workplace Initiative (CIWI) (Dec 2023).		Community attitudes
4.2	Promote opportunities for the department to engage more with social enterprises , including those supporting people with disability, such as through social procurement.	Social procurement enhances social inclusion, giving people with disability the opportunity to participate in the community and the economy – addressing human rights . Through engagement with social enterprises, we can collaborate to ensure individual procurement processes work for the department and the social procurement provider, supporting principles of co-design . Engagement with social enterprises creates cultural and systemic change by disrupting previous ways of 'doing' procurement.	Number of social enterprises engaged	2024 and ongoing	Procurement	Agency-wide messaging promoting social procurement opportunities, were featured in Treasury Updates and Under-Treasurer messages on a number of occasions throughout the year. All procurement templates have been updated to include social procurement objectives including sourcing requests for quote and contract templates. Currently there is no way to track or measure the outcome across the business, due to Treasury's decentralised procurement model. As part of future continuous improvement activities, the team will investigate options for capturing the number of social enterprises engaged, one option could be the contract register.		Inclusive homes and communities Employment and financial security Community attitudes
4.3	Procurement contract artefacts include accessibility requirements (e.g., Request to Quote and checklist to evaluate services/products for accessibility). <i>(Ref: QT DSAP – Goal 3)</i>	.	Accessibility checklist developed for procurement processes	2024 and ongoing	Procurement	Request for Quote, evaluation and contract templates have been updated, remaining artifacts and guidance material will be reviewed as part of the QPP 2023 implementation, which will include accessibility.		Inclusive homes and communities



Reference information

Glossary

Acronym	Description
ADS	Australia’s Disability Strategy
DSAP	Digital Accessibility Action Plan
DSP	Disability service plan
ED&I	Equity, Diversity, and Inclusion
ERG	Employee Reference Group
MAIC	Motor Accident Insurance Commission
NIISQ	National Injury Insurance Scheme Queensland
QPS	Queensland Public Sector
QRO	Queensland Revenue Office
SDP	State disability plan
TAP	Targeted action plan
UNCRPD	United Nations Convention on the Rights of Persons with Disabilities
WfQ	Working for Queensland survey

Related links

- [Queensland’s Disability Plan](#)
- [Australia’s Disability Strategy Hub](#)
- [Employment Targeted Action Plan](#)
- [Community attitudes Targeted Action Plan](#)
- [Targeted Action Plan reports](#)
- [Queensland Government Digital services policy](#)

Treasury activities snapshots

18 July 2023 –Treasury Update

Diversity and inclusion – share your experience

There are a number of vacancies in Treasury's [Equity, Diversity and Inclusion Steering Committee](#), the body which drives our [commitment](#) to diversity and inclusion. The committee is looking for representatives for employees:

- with disability
- who are neurodivergent
- who identify as Aboriginal and/or Torres Strait Islander
- who identify as LGBTQ+

as well as employees who can offer perspective on other diverse life experiences (such as veterans, generational, caring responsibilities).

Learn more about the [committee](#) and its [terms of reference](#), and [register your interest](#) by COB Wednesday 26 July. [Treasury's inclusion team](#) can also help with more information.

22 August 2023 –Treasury Update

First Nations Peoples with disability – co-design new peak service

If you are a First Nations person with disability or a family member/carer, you have an opportunity to help design a new peak service to support First Nations people with disability. In-person workshops are available to attend at:

- Palm Island, 23 August, [Register now](#)
- Toowoomba, 28 August, [Register now](#)
- Cherbourg, 30 August, [Register now](#)
- Brisbane, 31 August, [Register now](#)

or you can join an [online workshop](#) on 28 August, or complete a [short online survey](#). Learn more from [DSDSATSIP](#).

26 September 2023 –Treasury Update

Fostering digital inclusion

[International Access to Information Day](#) is happening on Thursday. This is an opportunity to raise awareness of how factors influencing digital inclusion impact an individual's right to information, including that held by governments. Fostering digital inclusion is an important step to allow people to access services and make informed decisions about matters affecting them. For more information, visit the [Office of the Information Commissioner](#) website or contact [Treasury's RTI & Privacy Team](#).

24 November 2023 – Under Treasurer's Message

The coming week is [Disability Action Week](#), in which we can all take time to recognise the contributions people with disability make to our workplaces, communities and to Queensland's economy. We can also use the week to elevate the importance of ensuring that our workplaces are accessible and inclusive for all.

I'm very pleased to announce Head of Corporate Jo Keen is our new Executive Champion for Accessibility and Disability Inclusion. Jo is setting up a working group to build on Treasury's commitment to accessibility and inclusion. If you would like to join this group, please [reach out to her](#).

All the best

Michael

29 November 2023 –Treasury Update

Disability Action Week

This week is Disability Action Week. The focus is on '*Access ignites: it's good business*' – the skills, talents, qualifications and abilities people with disability bring to Queensland's workforces.

A person has disability if they have a limitation, restriction or impairment which has lasted, or is likely to last, for at least six months and restricts everyday activities. Around 14% of Treasury people shared in the 2023 Working for Queensland Survey that they live with disability. Treasury is listening to our employees with disability through the Working for Queensland results and employee reference groups as part of the co-design of a new Disability Service Plan 2024-27 to build on [Treasury's progress](#).

Head of Corporate Jo Keen is our Executive Champion for Accessibility and Disability Inclusion. Jo is forming a working group to plan and implement actions to build on Treasury's accessibility and disability inclusion. Please [reach out](#) if you would like to join the group.

Boost your knowledge about disability this *Disability Action Week* by:

- **Checking out** the series of [practical factsheets](#) about employing, engaging and working with people with disability, including a useful guide for setting up [accessible events](#) and [inclusive recruitment](#) in Treasury.
- **Attending a webinar:**

[Panel discussion – What's possible – "Access ignites: it's good business"](#) – a Queenslanders with Disability Network online event. 10:00am-12:00pm, 1 December

[Workplace adjustments: what they are and how to make them](#) – a JobAccess online event, 10:00am-11:00am, 6 December.

- **Completing** the [SBS Inclusion Disability](#) MyCareer module at your convenience.

You can also show your **support** by displaying a [poster](#) and using the [signature banner](#)

5 December 2023 –Treasury Update

DPC Speaker Series – disability advocate Uncle Wilfred Prince

[Register now](#) – in person or livestream – for DPC's latest Speaker Series event, this Thursday 7 December at 11am.

Proud Kalkadoon man, sportsman and advocate for First Nations people and people with disability, Uncle Wilfred will share his lived experience as an Aboriginal man with disability. Be inspired to think differently and take a proactive role in creating a more diverse and inclusive workplace and community for everyone. The in-person event will be held at 1 William Street. Livestream guests will be emailed a link before the event.

28 February 2024 – Treasury Update


Neurodiversity resources

Treasury has a very [specific commitment](#) to creating an inclusive culture that embraces the different skills, experiences and insights of all of our employees. If you'd like to share or learn more about neurodiversity in the workplace, here are some new resources that may be of interest.

New online community

Do you identify as neurodiverse? You might like to [join](#) an informal, inhouse Teams ND Chat group, established by QRO's Mitchell Brigg. The group is a community where people who are neurodiverse, or perhaps might have family members who are neurodiverse, can share ideas and information, with the aim of being more comfortable and secure in the workplace, and in turn more productive. [Join the group](#) now, or [email Mitchell](#); he's more than happy to answer any questions about the group.

5 March 2024 – Social media



Queensland Treasury

21,199 followers

1d • Edited •

Heidi Bushell Advisor for Equity, Diversity, Accessibility and Inclusion at Queensland Treasury, makes it her mission to embrace different perspectives of Queenslanders in her work.

She is a self-described “proud person with disability and neurodivergent” and recently spoke at the Queensland Public Sector Women in Leadership Summit on the topic of inclusive leadership and allyship in the public sector.


“It’s crucial for public sector leaders to lead the way in championing equity and diversity by actively listening to and amplifying the voices of those with lived experiences.

“One notable success stemming from Treasury’s efforts is the recent creation of an online Neurodiversity Chat group allowing our growing neurodiversity community to connect.”

At Treasury, we continue to celebrate diversity and prioritise inclusive practices, guided by Heidi and other’s commitment to ensuring that every voice is not only heard but valued.

[#InclusiveLeadership](#) [#DiversityandInclusion](#) [#Greatplacetowork](#) [#BeHere4Qld](#) [#QTWomen](#)

Pictured: [Madara Kahawatta](#), [Heidi Bushell](#), [Karen Hooper](#), [Chandre Du Plessis](#), [Meagan Caughlin](#)




Takeaways

What is the Neurodiversity Chat group?

How does it work?

Melinda Tierney and 28 others

4 comments • 1 repost



Queensland Revenue Office

1,494 followers

3d •

Happy International Women’s Day to all the amazing women in our lives, including those at QRO 🌸🌸🌸

We are proud of our diverse workforce, which includes many women in leadership and mentoring roles.


The women behind QRO are not only empowered and strong, but they also make an important contribution to our community by dedicating their time and effort to ensure revenue is collected for the government to fund essential services for Queenslanders.

To celebrate the day and Queensland Women’s Week, three inspiring QRO women came together in a panel discussion around this year’s theme, “Count her in.”

Kerry-Lee (far left) hosted the panel with (L to R) Neelam, Carolyn and Rachelle talking openly about their personal and professional journeys, the obstacles and challenges they’ve faced and the support they’ve received to overcome them and reach their goals.

To all the incredible women who enrich our lives, thank you for your countless and invaluable contributions.

[#internationalwomensday](#) [#IWD2024](#) [#QRO](#) [#QLD](#) [#QLDevents](#) [#QRO](#) [#QWW2024](#) [#IWD2024](#)



Nyrée Illingsworth and 33 others

4 reposts

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15 March 2024 - Under Treasurer's Message

Hello Team Treasury.

Treasury has always been proud to put its commitment to inclusive and diverse workplaces in writing. With [Harmony Week](#) starting on Monday, our Executive Leadership Team has taken the opportunity to update Treasury's [Inclusion Matters](#) pledge. Joining me were (from left) **Drew Ellem, Dennis Molloy, Rachel Crossland, Helen Dogan** and **Simon McKee**.



10 April 2024 – Bitesize News



Free TELUS health webinar-Neurodiversity at work-18 April 1pm

Join an all-access webinar: Neurodiversity at Work on Thursday, 18 April at 1 pm AEST. Organisations that invest time and resources into the recruitm...
10/04/2024

Free TELUS health webinar-Neurodiversity at work-18 April 1pm

10 Apr 2024

Join an all-access webinar: Neurodiversity at Work on Thursday, 18 April at 1 pm AEST.

Organisations that invest time and resources into the recruitment, retention and support of neurodivergent workers reap many benefits. They stand to gain a competitive edge by encouraging new ways of viewing the world and problem-solving, as well as championing diversity and inclusion within the workplace culture.

This session provides colleagues and managers who support neurodivergent team members a deeper understanding of neurodiversity, addresses misconceptions and encourages the embracing of possibilities that inclusion of the neurodiverse community brings.

This webinar will be recorded. A link to the recording will be emailed to all webinar registrants within two days following the event.

[Register now >](#)

30 April 2024 –Treasury Update


Guide dogs in 1WS today

Today is International Guide Dog Day. You can say hello to some very good boys and girls – trainee guide dogs – in the foyer of 1WS between 11 am to 1 pm today, thanks to [Guide Dogs Queensland](#). You can also buy some merchandise to support their valuable work. [Learn more](#) about guide, hearing and assistance dogs.

You can also learn how to support and welcome people with low vision or blindness with this handy [Guide Dogs Welcome resource](#).


Are your events accessible by everyone?

- Fact 1** – Treasury is a client-service oriented organisation.
- Fact 2** – One in 5 Aussies, including around one million Queenslanders, live with disability.
- Fact 3** – Government event and project managers need to deliver events (including online events) that are inclusive for **all**.
- To help you achieve this objective, the [Queensland Government Events Guide](#) and a handy checklist are now available.
- Both are publicly available and can be shared with organisations outside of government, including organisations/convenors that deliver events supported by the Queensland Government.
- Contact guide authors Department of the Premier and Cabinet by [email](#) or phone 3003 9200 if you have any questions.




NIISQ Agency

1,250 followers

1mo • 

In honour of Research Appreciation Day today, we are thrilled to announce that we recently teamed up with design experts at [QUT \(Queensland University of Technology\)](#) for a Research Innovation Sprint! Our aim: to simplify the daunting post-injury process with an easy-to-use portal for our clients.

Thank you to the researchers for your commitment to investing in solutions that matter for our participants 

Read more at <https://bit.ly/45SKqg7>

[#NIISQ](#) [#MyNIISQ](#) [#Innovation](#) [#QUT](#) [#ResearchCollaboration](#)
[#ResearchAppreciationDay](#)





QUEENSLAND **TREASURY**

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