

## NZDSN News Update 24/11/2023

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### Nearly 200 extra disability employers receive a new pay equity claim

The PSA, E tu, NZNO and other unions have issued an additional pay equity claim for care and support workers on top of the claim issued in July last year against 15 employers. They have done this out of frustration because the government has refused to confirm that any settlement in the first claim will be extended across the rest of the sector,

so all care and support workers benefit from a wage increase and all services are funded to provide it.

NZDSN is hosting a meeting for disability employers involved in this claim on 27<sup>th</sup> November to explain more about the whys and wherefores

### A message from our CEO



*Peter Reynolds (CEO)*

#### Whaikaha’s Funding Plans

Calls for Whaikaha to follow up the Provider Hui on funding with a meeting with NZDSN to clarify key messages on behalf of members remain unresolved, with Whaikaha to nominate dates when relevant officials are available to meet.

We are also keen to work with Whaikaha to identify and understand the true cost of services and to use this knowledge transparently in future funding claims.

#### Extending EGL sites

The sector rumour mill has started around the expansion of EGL to two new trial sites. We have asked Whaikaha to clarify:

- When Whaikaha plans to share information on this with the sector?
- What sites have been selected for the next EGL roll out?
- How were these sites identified/selected?

- And what is the nature of the EGL service being trialled? Is it a carbon copy of Waikato, for example, or some sort of composite of the existing trial sites based on an evaluation? Has there been a formal evaluation of the existing sites, and if so, can we see that?

Whaikaha advise that the contingency drawdown paper on our Whaikaha's website refers to the extension of EGL into two new regions over the next three years. They advise that decisions on when and how that will happen are yet to be made, because implementation decisions will be considered and approved by the Transformation Management Board that Whaikaha is in the process of establishing.

In the meantime Whaikaha is in the process of contracting five organisations to undertake capacity building in a number of regions to support the further roll out of EGL. This will put in place the foundations for regional leadership groups to support the expansion of EGL to new regions. We have asked for further information on the capacity-building programme of work that is currently underway.

### **Complaints and a Maori lens**

I shared the Whaikaha/IDEA Complaints Review Report with our Tui Tuia Maori Advisory Committee for their comment. They observed the following:

- The document is largely silent on a Māori paradigm within the review but Tui Tuia assumes that whānau Māori were among those interviewed, by the language the writer uses to capture their contribution
- Neither the Terms of Reference or Principles request a Māori world view be captured as part of the review so it is not surprising it is seemingly absent

- a recommendation for all service providers to include tikanga Māori in apology if appropriate is a great recommendation for the end result of a complaint but what could the entire process look like through a Māori lens?

- The review raised the following questions and observations from Tui Tuia including:

- i) What is the rongoa for whānau Māori when they need raise a concern?
- ii) Will there be an opportunity to set up an independent body to frame up appropriate responses for all disabled people - including Māori and Pasefika?
- iii) There was a general feeling that Whaikaha need help to get it right for tangata whenua therefore, Tui Tuia offer their service and support to assist Whaikaha with this work if needed

### **Workforce**

We continue to push Whaikaha for further work to complete a Disability Workforce Strategy. Their response to date has been resource-dependent. Part of this strategy work may include consideration of an over-arching framework for sector qualifications (how the existing qualifications fit the view of sector skill requirements, any gaps, etc). But this strategy also needs to address immediate supply and demand issues and a clear plan for the future.

### **Housing**

We continue to struggle to find adequate, accessible housing options for disabled people, including respite

facilities. Trying to engage over this with government agencies has not led to anything particularly helpful. NZDSN is pulling together a Housing group to work on the issue, with a view to hosting a Housing Forum early in the New Year.

## Other News

### Auckland

Any Queries please contact Kristi [aucklandproviders@nzdsn.org.nz](mailto:aucklandproviders@nzdsn.org.nz)  
These meetings will be face to face where possible but via zoom when necessary.

### Lower North Island

Please book for these events here [www.nzdsn.org.nz/events](http://www.nzdsn.org.nz/events)

**Venue:** Community Connections 5 Sheffield St, Paraparaumu or Zoom if required

**Times/ Date as below:**

### Northland

Please contact [Adam.Dade@northable.org.nz](mailto:Adam.Dade@northable.org.nz) for update.

### Waikato

### Manawatu

Please contact Mike on [mike@options.org.nz](mailto:mike@options.org.nz) for more details.

- Monday 27 November 2023

### Canterbury

Please contact Canterbury Providers [cantdpn@gmail.com](mailto:cantdpn@gmail.com) for more information.

### Otago

Bookings for these events are not open at this time, please contact [info@cct.org.nz](mailto:info@cct.org.nz) for updates  
Times dates and venue will be advised in the new year.

**Please note that registration for all of the regional meetings which require registration can be done via the [events](#) tab on the [NZDSN](#) website.**

Celebrating Auckland's collaborative accomplishments for 2023 infographic below

**2024** What we can accomplish as an  
**Strategy** AUCKLAND COLLECTIVE

**Spring '23**

**Auckland Disability Volunteer Advisory Team**  
 Out of the Volunteer Development Workshop with Volunteering Auckland (VA), a specialist Advisory Team has formed to co-create a Disability Volunteer Guide, Disability Volunteer Training Workshops, and more!



**Autumn '23**

**APEC TEAM**

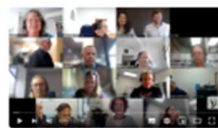
Auckland Providers EGL Capability Team was co-created from the Realities of EGL Panel Discussion & Workshop. This diverse team of Providers are committed to working collectively to build our EGL capability, capacity, and confidence in uncertain times.



**Summer '23**

**National Hui: Online Centralised Hubs**

Our call to action from the Accessibility: Beyond Intention Summit. This valuable initiative became a National Hui showcasing: Future Ready, Accessibility Maps, and FIRSTPORT. The recording is available on the NZDSN website.



**Spring '22**

**Accessibility: Beyond Intention Summits**

Working Together for Change Through Korero. Our core collective strengths were identified and used together to inspire and create a resounding call to action for the Online Centralised Hubs Hui.



**Winter '22**

**Doing to Make Things Better**

- Build our collective capability and capacity
- Deliver EGL through disabled people-centred (& directed) collaborations
- Strengthen relationships & partnerships



**Auckland Collective Strategy 2024 Workshop** delivered by the APEC Team.

**With a concentration on funding, the collective developed actions to help address the need for data collection to advocate for system change.**

**Map Episode of Life Care (long term) for true cost of services.** This will create transparency and educate Whaikaha to fight for change higher up

the chain. This is a human rights issue that Treasury holds responsibility for.

**Peter will be uniting Providers nationally, and work together with a select sub-group to develop a Life Model of Care and Financial Model of Care.** A sub-group in Auckland is ready to support this national initiative

**Auckland Providers EGL Capability (APEC) Team.** The team developed from a call to action after our Realities of EGL Network meeting, and they have been active and strategically working together to deliver valuable collective opportunities at our Auckland Regional Network meetings this year. We will be coming together again before Christmas to reflect on what's worked well, what we want to do for 2024, and what do we have capacity and capability for.

**Auckland Employment Support Network (AESN).** We sadly said goodbye to Melissa Cruz, Senior Business Manager at APM WorkAssist. She was an important contributor to this network, and the APEC Team, and we wish her every success for her next projects. We warmly welcome Christina Devitt from APM who is taking Melissa's place. AESN members have participated in the Strategy 2024 Workshop and the Auckland Disability Volunteer Advisory Group. We will be moving forward with these strategies in 2024, including other collective opportunities to explore, such as customised roles.

**Auckland Disability Volunteer Advisory Group** met for the first time on 22 November. We are meeting again in December to work strategically with Cheryl Martin, QSO, from Volunteering Auckland. We will be sourcing funding to develop a Disability Volunteer Guide

and a Training Workshop to improve and grow opportunities for disabled people in our communities and work places.

## Nice to know...

### International Day of Persons with Disabilities 03/12/2023

The IDPwD theme for 2023 is **Transformative solutions for inclusive development: the role of innovation in fuelling an accessible and equitable world.**

In August 2023, the Secretary-General submitted his fourth report on steps taken in 2022 by the UN system to implement the UN Disability Inclusion Strategy.



*United Nations Disability Inclusion Strategy  
logo*

## Take A Minute

**"We rise to great heights by a winding staircase of small steps."  
- Francis Bacon**



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[LinkedIn](#)  
[LinkedIn Members' Only](#)  
[X \(former Twitter\)](#)