



Government
of South Australia

Department for
Energy and Mining

energymining.sa.gov.au

Department for Energy and Mining

Disability Access and Inclusion Plan 2020 – 2024



EasyRead version

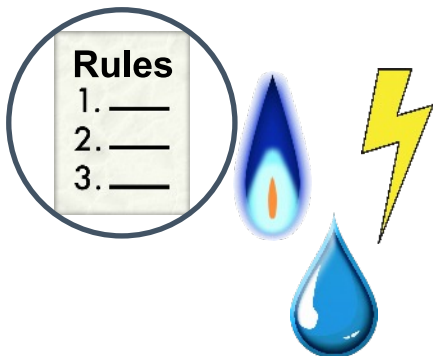
About Us



The Department for Energy and Mining (DEM) knows that many people may need care or support because of their disability.



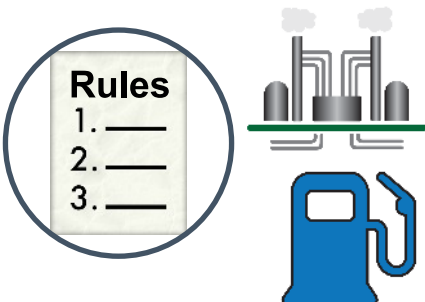
Our job is to look after South Australia's energy and minerals.



We are responsible for the rules of safety for gas, electricity and plumbing.



We check that people looking for minerals follow the rules.



We make the rules for the petroleum and geothermal industries.



We give free advice about the best ways to use energy and **renewable** energy.

Renewable means using materials that can either be used again or will replace themselves naturally.



We support the South Australia Home Battery Scheme and **Virtual Power Plant**.

A **virtual power plant** (VPP) is where lots of homes with solar and battery systems all work together.

Our staff

7



At the moment 7 out of the 332 people we have working for us have a disability.

Our vision



We believe that disability is part of being human.



By celebrating our differences, we can do our best for all South Australians.

What we want to do



We follow The South Australian State Disability Inclusion Plan 2019-2023.



The Easy Read of this plan can be found here:
https://dhs.sa.gov.au/__data/assets/pdf_file/0017/84500/State-Disability-Inclusion-Plan-Easy-Read.pdf



The four themes are:

1. Communities that include everyone



2. Leadership and working together



3. Accessible communities



4. Learning and employment

1. Communities that include everyone



We want the rights of people living with a disability and what they think to be valued and understood by everyone.



We want to make sure that people living with a disability are supported to speak up for their own rights.

	Action plan	By when	How you will know this has been done
	Make sure all staff have disability awareness training.	March 2021	By seeing how many staff have done the training.
	Make sure all our public events are accessible.	April 2021	By checking the Australian Human Rights Commission events guide.
	Celebrate International Day of People with a Disability.	Every year in early December	Having events every year.





2. Leadership and working together



We want to make sure that the views of people living with a disability are listened to.



We want to make sure people living with a disability can take part in what government does and decides.









	Action plan	By when	How you will know this has been done
 	Make sure customer complaint systems are accessible to people with a disability.	June 2021	By checking our complaint systems are available in the right places and formats for people with a disability.
 	Include people with a disability in surveys and community engagement projects.	June 2021	By having our consultation documents in accessible formats.

3. Accessible communities



More people are able to access buildings, good quality services and information.

	Action plan	By when	How you will know this has been done
 	Make sure our website is accessible to people with disability.	December 2021	When our website follows the Web Content Accessibility Guidelines.
 	Make sure the people making our website know about the accessible guidelines.	March 2021	When all the people making the website have been on accessibility training.
 	Make sure all the information we make uses language and pictures people can understand.	June 2021	<p>When all our information is accessible to all people.</p> <p>By checking how many people ask for information in different formats.</p>

	Action plan	By when	How you will know this has been done
 	Make sure the buildings we own and use are safe and accessible to people with disability.	June 2021	By checking with what the Australian Government Disability standards say.
 	When we change or build new buildings, we will ask people with disabilities to be involved.	Into the future	Make sure the 7 principles of Universal Design are included in old and new buildings.
 	Think of different ways to include people with disabilities. This includes accessible signs in buildings and using assistive technology.	August 2021	By having new signs and new technology people can use.
 	Look at our job descriptions to include understanding the needs of individuals with disabilities.	August 2021	Checking how many job descriptions have changed.

4. Learning and employment






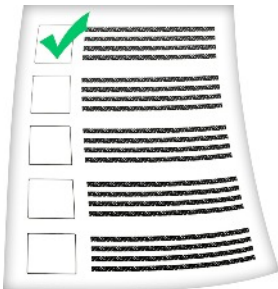








We want people living with a disability to be able to learn so they can get jobs or be volunteers.

Having a job is really important to being included in society. It means you:

- can pay for things yourself
- have more choice
- can meet more people
- can make more friends
- feel you have a role
- feel you belong.



	Action plan	By when	How you will know this has been done
 	Make sure our rules on employing people support accessibility and inclusion.	June 2021	Check that policies have information for staff about accessibility and inclusion.
 	Inform all hiring managers of different ways to advertise for new staff.	June 2021	Number of hiring campaigns that use alternative methods to advertise for new staff.
 	Make sure there is a checklist for new staff which includes a personal emergency evacuation plan.	December 2020	Check all staff with a disability are known about and have a personal emergency evacuation plan (PEEP).
 	Give disability awareness and employment training to all of our hiring managers.	August 2021	Check all of our hiring managers have been on this training.

	Action plan	By when	How you will know this has been done
 	Find out why we don't know about all staff with disabilities.	June 2021	Know more about staff who have a disability.
 	Look to buy goods from businesses with good ways of including disabled people.	January 2021	Check how often we buy from these businesses.

Our plan to make this happen:



1. We will have a **Disability Access and Inclusion Plan** working group.

The people in this group will check how the work to complete the plan is going.



2. We will check this plan every 4 years, unless the State Disability Inclusion Plan is checked before then.



3. Our Chief Executive will be given a report on the work in this plan by the end of October every year.

This information will also be in our Annual Report



4. All staff will be able to see this plan.

It will also be on our website.

Consultation process



We will ask all our staff including employees who identify as having some form of disability to tell us if this plan is good. We will also ask the public organisations representing people with disabilities if this plan is good.



After we have collected feedback from everyone, we will include the comments in the final version.



The full Disability Access and Inclusion Plan (DAIP) is on the Department for Energy and Mining website.



If you want a copy in another format, (such as Easy Read, large font, electronic format (disk or emailed), audio or Braille), please email us: **DEM.peopleandculture@sa.gov.au**



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