Canterbury District Health Board Te Poari Hauora o Waitaha

Minutes – 29 June 2018 Canterbury DHB Disability Steering Group (DSG)

Attendees: Prudence Walker, Gordon Boxall (Chair), Kathy O'Neill, Allison Nichols-Dunsmuir, Jane Hughes, Kay Boone, Haley Nielsen, Catherine Swan, Donna Hahn, Ngaire Button, George Schwass, Mark Lewis, Lara Williams (Administrator)

Guests: none

Apologies: Sekisipia Tangi, Catherine (15 mins late), Mick O'Donnell, Susan Wood (West Coast), Paul Barclay, Dave Nicholl, Stella Ward, Kathryn Jones, Simon Templeton

	Agenda Item	Summary of Discussion	Action/Who
1.	Welcome	Cultural welcome given by Prudence	
	Apologies: Previous minutes, matters arising and any conflicts of interest for today's agenda items	As above Approved, no changes	
	Conflicts of interest –	None given	
3.	Round the table discussion – in relation to the draft Workplan - What can you contribute in the coming 12 months to achieving the outcomes against the action? And/or	Discussion of membership In order to capture energy and input into the group, attendance of members at the meetings is encouraged. There is a commitment in membership to attend.	Action point – Inviting Hector Matthews to discuss employing and including Maori staff
	Are there aspects you have expertise in that we could utilise to improve people's experience of the health system – but there are no current actions that fit?	Discussion of how membership influences your everyday awareness at work. Eg wayfinding included by auditors in accreditation audit. ED carpark layout in ASB, design of mobility carparks.	

It was suggested that members could opt another colleague from their team to attend if they are unavailable particularly if they are familiar with the work of DSG and its impact on the department/team/area of work.

Ngaire spoke of similarities with the workplan and Maori Health Plan. Both groups want access to services and cultural competencies of staff.

Employing more Māori staff, this is a live issue for P&C. Suggestion of collaboration between our two groups (DSG and Te Kāhui o Papaki Ka Tai) especially on training the mainstream workforce. Caroline Butler from Pegasus co-ordinates Te Kāhui o Papaki Ka Tai.

CDHB needs to start to identify roles that suit Māori. Many issue for Māori are relevant to disabled people. Discussions to continue with P&C.

One option would be to set achievable goals. How do we achieve our goal that is measurable. Such as a number of Māori/disabled people employed in CDHB by a certain date.

P&C have started presenting to the Board about diversity, diversity and inclusion policy is the aim. P&C are currently in the process of onboarding processes, becoming more inclusive of employing Māori.

Discussion continued of representation on shortlisting panels. Identifying a category such as admin vacancies that will appeal to a broad range of the community.

Raising Disability awareness for staff

Action point –

Kathy, Ngaire and Gordon to work together identify how to progress this and bring back to DSG Forging good relationships early from the start of employment. Making people feel welcome.

Change is needed with recruitment process, managers are not involved in the process until the last 5 candidates are presented.

Mark will talk with the recruitment team who are currently looking at how they advertise. They are also looking at recruitment options for blind people. Mark will talk with Sarah Carnoutsos to speak to the group.

Discussion about including fitness to work conversations at interview stage. Sarah will be able to provide an overview of this process.

Working with Workbridge and inclusion policy. Mark will need to go to his team to discuss.

Survey findings

From last year's survey, 1400 respondents, 7% identified as them having a disability.

The occupational health findings were discussed.

P&C are implementing recommendations from Kate Lopez's (nee Gibbs') research.

Training in the community discussion

Diversity training at ARA and paediatric nurses at CHAC have training in disabled issues. CCS talks to first year students. CCN are forging relationships.

Haley spoke of a successful pilot project about family escalation. Her group affected change, starting with a small group of Doctors to influence cultural change. Small changes in a small unit was a start.

Action point - Mark to speak with Sarah Carnoutsos to attend a meeting.

Action point – Mark to consider Kate Lopez speaking to our group again

Action point – Mark to source Donavan's summary paragraph to be provided to be group

		T	Г
		Summary - members are encouraged to continue to think of how their own role can contribute to forging change.	
2.	Feedback from Disabled Peoples Assembly – CDHB Forum held on 15 June 2015 – presentation circulated with agenda	20 attendees. Acknowledgement to Kathy on accepting all views given in the open discussion. A number of issues were raised	Action point – Allison and Kathy will summarise key points and circulate
		 In current public hospital - why can't one or two toilets be adapted? George suggested this needs to be logged in complaints progress so it is actioned. In new facilities – how do you know that toilets have been included? 	with minutes
		George suggested a site visit to new Health Research Education building to check all requirements have been met including toilet and change facilities.	Action point – Andy Savins to host visit on 4 th July. Invite has been sent to DSG.
4.	General Business		
	Terms Of Reference – draft changes circulated	Kathy to compile track changes. ToR will be shown to DSAC. This will be covered when Gordon and Kathy meet Stella, to review the work of DSG and reaffirm the role between DSAC and DSG.	Action point – Kathy will circulate DSAC meeting dates to group. Papers available on intranet Monday before each meeting.
	Update on Actions to meet the objectives of the Accessibility Charter following EMT Paper – EMT Paper attached.	Allison is Coordinator, Gordon Chair, Brad Cavell will be a key member of the group. This has gone through EMT.	
	Move of Park and Ride	George provided details of Lichfield Street carpark. Managers are rostered to spend time onsite to experience it and see first hand what the issues are.	Action point – Lara to send link with minutes to CDHB promotional info on websites, intranet, newspapers
		Discussion about the private service also offered. There is a meeting this	

		week with private providers and parking team to smooth out provision of services. George emphasised there are no providers with a disabled mobility van.	Action point – invite Rachel Cadel in future. Though to be given to how to achieve accessible transport as part of this service.
	Update on Disability Action In District Annual Plan	Kathy has worked with Mark and Ross Denton with improvements. Kathy will keep the group involved with developments with the District Annual Plan.	
	Project Search	Blind Foundation funding has enabled licence purchase. Riccarton High School will be provider for Coordinator role which is being funded by CDHB. The Coordinator will compile register of opportunities in the community. They will also work with CDHB Recruitment team.	
	Accessible Protocol for Website	Deferred to August meeting	
	DSS System Transformation	Three meetings. Two meetings of newly elected regional groups. Mid-Central rolling out in October.	
5.	General Business items and anything that's different in a disabled person's life since we last met.	A successful example was given of how People Stories has successfully influenced perceptions. Through staff viewing People Stories video, this led to a better experience for a patient with their next inpatient stay.	
	Next Meeting	10:30am Friday July 27 2018 Location, Design Lab, Print Place due to accessibility at 32 Oxford Terrace	
		Nb: From August, different meeting dates will be sought to enable more key people to attend regularly.	