

Final Status Report

NT Disability Strategy Action Plan 2022-2025

The Final Status Report for Action Plan 1 outlines key achievements, and a final status and closing statement for each of the 118 actions.

Action Plan 1 was the first phase of the Northern Territory's strategic approach to improving the lives of people with disability under the Northern Territory Disability Strategy 2022-2032. The Strategy aims to address the barriers to equality, accessibility and inclusion experienced by Territorians with disability.

Category	No. of actions	Characterised by:
Completed	115	The action has been fully implemented and/or embedded into core business activities, or The intent of the action has been met under a redefined scope.
In Progress	8	The action has been partially implemented, and: • Has been redefined to align with disability reforms and included in Action Plan 2, or • Continues to progress as intended and/or be embedded into core business activities and is not included in Action Plan 2.
Delayed	2	The action has been delayed due to: • Interdependent activities or disability reforms, or • Insufficient resources available to progress as defined. Actions with this status: • Have been redefined to align with disability reforms or changing priorities and is included in Action Plan 2, or • Are considered redundant after a change in priorities and not included in Action Plan 2.

Outcome 1: People with disability have rights and choices which are protected and respected

Action	Lead	Status	Final Status Comment
1.1 Empower people with disability to know their rights and have the tools to exercise them			
1.1.1 Strengthen the design of all government service systems and the supports they provide for people with disability at risk of harm¹			
Identify systems to monitor the ongoing interactions of people with disability and existing government agencies, including data from interactions with the National Disability Insurance Scheme (NDIS) Worker Screening, youth justice system, corrections system, legal advocacy system and domestic violence services. Improve interagency sharing of information to support the 'no wrong door' approach to the government service system.	Department of People, Sport and Culture	Completed	Data sharing has become a key area of focus for Northern Territory Government agencies who are working towards more integrated approaches to the collection and use of administrative and outcomes data. This includes the ongoing interactions of people with disability and our government service systems across health, corrections, legal advocacy and domestic violence services, to enable coordinated service delivery, improved safeguarding and accountability, and providing critical evidence to inform reform implementation, policy decisions, and funding allocations.
1.1.2 Build public confidence in pathways for complaints and redress			
Develop and disseminate materials to increase awareness of the options available to people with disability and their carers if they have a complaint or dispute, and to build confidence to pursue those options, such as through the Health and Community Services Complaints Commission, NDIS Quality and Safeguards Commission, Anti-Discrimination Commission or NT Consumer Affairs for goods and services.	Department of Corrections	Completed	Each independent Commission provides various resources and guides focussed on disability and service rights and avenues for complaint or dispute. Phone access to the Anti-Discrimination Commission, Health and Community Services Commission Complaints and the Ombudsman remain free of charge to ensure equitable access to all members of the community.
1.1.3 Deliver the Community Visitor Program			
Deliver the Community Visitor Program for people with disability from all diverse communities to build awareness and education of rights and deliver complaint or quality processes to prevent abuse and neglect.	Attorney-General's Department	Completed	The Community Visitor Program is an independent statutory service ensuring the rights of persons receiving care under mental health and disability services legislation are upheld, whilst also providing advocacy, monitoring, inspection and complaints handling functions. In 2024–25 the program conducted 128 visits and responded to 474 enquiries and complaints.
1.1.4 Review guardianship arrangements			
(a) Review all guardianship orders involving the Public Guardian to ensure the human rights of represented persons are being upheld.	Attorney-General's Department	Completed	Increased travel to regional and remote communities has enabled the Public Guardian and Trustee to visit more represented people on country, expanding engagement and collaborative relationships with represented people and their families.

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(b) Review existing practices to ensure culturally safe services for Aboriginal Territorians and undertake a pilot guardianship project with the Northern Australian Aboriginal Justice Agency (NAAJA).	Attorney-General's Department	Completed	The guardianship project was piloted between 2022 and 2024, with progress suspended due to resourcing constraints. Learnings from this project have been shared with relevant stakeholders to inform future project design.
1.1.5 Update the <i>Disability Services Act 1993</i> (NT)¹			
Review and update the Disability Services Act 1993 to reflect the transition to the NDIS and changes to disability services. The review of the Disability Services Act 1993 will consider: - the responsibility for the administration and provision of specialist disability services to the Commonwealth, including NDIS maximisation in the Northern Territory - obligations under the UNCRPD - obligations under Australia's Disability Strategy - alignment with the NT Disability Strategy - reviews of the National Disability Insurance Scheme Act and the Disability Discrimination Act.	Department of People, Sport and Culture	Delayed	The Office of Disability paused review of the Disability Services Act 1993 (NT) until the findings from the Disability Royal Commission and NDIS Review were released. The review of this Act remains a priority and is included in Action Plan 2.
1.1.6 Right to stay on country			
Continue to promote that a person with disability has the right to remain on country in: Anmatjere, Atitjere, Engawala, Lajamanu, Nyirripi, Willowra and Yuelamu and have access to meals, transport, personal care, domestic assistance, centred based respite and social support.	Central Desert Regional Council	Completed	Central Desert Regional Council undertook various initiatives throughout the period including revitalisation of the Yuendumu Recreation Centre, development of the Libraries Plan to ensure continued inclusive learning and social opportunities as well as improved planning processes to ensure that all activities and events are more accessible and inclusive while also strengthening community engagement for all.
1.2 Strengthen informal advocacy networks and resources			
1.2.1 Support a disability network			
Support a disability network which can share information, tools and resources with each other and with people with disability.	Department of People, Sport and Culture	Completed	From 2024, the Office of Disability funded three disability advocacy service providers as engagement partners to support the disability community to provide feedback and have a say on implementation of disability reforms throughout the NT. The engagement partners work together and share resources to ensure voices from all regions of the NT are heard and inform collective submissions.

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1.3 Enhance formal disability advocacy services			
1.3.1 Implement a trial for a Student Advocacy Service			
(a) Trial and develop student advocacy services to assist families navigating the system or resolve issues between students, families and education providers.	Department of Education and Training	Completed	After a successful trial in 2022, the Student Advocacy Service has continued to support more than 50 students and their families each year. A service provider is contracted by the Department of Education and Training to provide free services in the Darwin and Palmerston area. Expansion of the service to Alice Springs is planned.
(b) Develop and provide informative resources and support materials targeted to children, young people and families to assist them in making informed decisions about their child's/children's education.	Department of Education and Training	Completed	The Student Advocacy Service provides information and resources to parents seeking support with their child's/children's education. In 2023, the Department developed a program toolkit to assist service providers with clear and consistent information regarding the aims and purpose of the Student Advocacy Service, provide practical advice and guidance to the service provider managing the service, and adaptable tools and templates.
(c) Establish a youth sector peak body that will also advocate on behalf of young people with disability.	Department of People, Sport and Culture	Completed	The Office of Youth Affairs supported the Northern Territory Council of Social Service to establish the Youth Voice NT Project in 2022. The project continues to provide a platform to support, guide and amplify youth voices, while representing and advocating on behalf of all young people, including Territorians living with disability.
1.3.2 Review and build capacity of formal advocacy services for young people			
Conduct an evaluation of the trial and a review of potential NT advocacy providers to expand the service, aligned to the Department of Education's Framework for Inclusion.	Department of Education and Training	Completed	The Department undertook a review and evaluation of the trial Student Advocacy Service in 2022. The review demonstrated that the trial had been a success with over 95% of parents and carers satisfied with the service. A number of key recommendations were made including development of the program toolkit to guide funded service providers.
1.3.3 Continue to support advocacy			
Continue to support advocacy, led by people with disability or persons with lived experience across the NT, by prioritising funding to identify and represent the views of people with disability, whilst contributing to policy analysis and sector development.	Department of People, Sport and Culture	Completed	The Department fund four organisations to provide information, advocacy and support to people with disability, their families and carers. These organisations also raise awareness of disability and promote the role of carers amongst the broader community through information and education sessions and promotional opportunities. Funding is recurrent with services reviewed every five years to ensure they continue to meet community need.

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1.3.4 Establish an Aboriginal Disability Peak for the Northern Territory Establish an Aboriginal Disability Peak Body for the NT as part of NT Closing the Gap Implementation Plan.	Department of People, Sport and Culture	In Progress	The Department is working collaboratively with Integrated Disability Action Inc. to gather more information about the advocacy and representation needs of Aboriginal people with disability across the Northern Territory. This work will inform decisions about service model and future investment requirements.
1.4 Delivery disability confident and accessible justice and corrections systems			
1.4.1 Provide appropriate aids and equipment Support people in custody to access appropriate aids and equipment for the purpose of improving functions regardless of the activity they are undertaking.	Department of Corrections	Completed	The Department supports people in custody through the Primary Health Care Clinic to access appropriate aids and equipment, with additional advocacy and stakeholder coordination provided by the Department's new NDIS specialist team.
1.4.2 Accessibility audits for correctional facilities Audit correctional facilities for accessibility within the framework of the secure environment.	Department of Corrections	In Progress	Accessibility improvements to Alice Springs and Darwin Correctional Centre will occur in conjunction with planned infrastructure works. All works undertaken will comply with required disability accessibility standards.
1.4.3 Specialised accommodation and activity support within prisons Support the needs of prisoners with disability by establishing specialised accommodation areas within the correctional centres and providing access to functional aids and equipment where necessary.	Department of Corrections	Completed	The Department negotiates individual plans for each person with disability involving key-stakeholders as required. This process includes multidisciplinary support to advocate for specialist services and necessary equipment when required.
1.4.4 Increase specialist assessment services in correctional facilities Improve access to, and capacity of, specialist allied health services to assess functionality on site and provide advice on strategies that may improve client functioning and participation in service and programs.	Department of Corrections	Completed	The Department has increased the number of Occupational Therapists and Psychologists employed as part of specialist teams that provide assessment and coordinate ongoing therapy or other interventions for people with disability in the justice system.

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1.4.5 Build capability to identify and respond to risk and protective factors resulting in a person with disability experiencing, or possibly being at risk of harm¹ Identify a strengths-based model that enables a safe and secure environment for people with disability to identify and flag risks of harm. Develop and implement policies, guidelines, and resources to recognise the safety risk factors for people with disability.	Department of Corrections	Completed	Individualised plans are developed with key-stakeholders as required, to inform the management and safety risk factors for people with disability in custody, ensuring they are appropriately supported in a safe and secure environment.
1.4.6 Update plans and processes for disaster and emergency management to include people with disability¹ Review and update the NT Disability Pandemic Plan, to include the input from the COVID-19 lockdown experiences in the NT. Include service providers in interagency and Sector Emergency Management Meetings. Work with disability service providers to review and update the Emergency Management Plan for each organisation. Deploy a NT Government employee identifying as a person with lived experience of disability to join the Welfare Group to provide real time knowledge and awareness of the issues and concerns of vulnerable people. Update the NT Disability Support Services Pandemic Plan, into the categories of prevention, preparedness, response (outbreak response) and stand-down (recovery). Update Emergency Plans in disability service organisations into the categories of prevention, preparedness, response (outbreak response) and stand-down (recovery). The provision of accessible information for disaster and emergency management through the engagement of interpreters and development of resources for people who do not speak English as their first language, and an Auslan Interpreter to support the provision of information to the deaf and hard of hearing community, and increase the expertise and reach of Auslan Interpreter workforce through the provision of a scholarship program.	Department of People, Sport and Culture	Completed	The Office of Disability provided input into the Planning for At-Risk Populations in Emergency Events Framework and Toolkit, developed by the Department of Children and Families. NT Emergency Services continue to promote the importance of practical and tested emergency plans and safe strategies to empower communities to act in a timely and safe manner, and provide targeted community engagement initiatives and activities across the NT.

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1.5 Deliver disability confident and accessible police, fire and emergency services			
1.5.1 Develop educational resources for existing staff			
Develop tools and resources to educate and support existing staff in how they can change practices to promote disability access and inclusion within the organisation.	Northern Territory Police Force; Northern Territory Fire and Emergency Service	Completed	NT Police Force and NT Fire and Emergency Services have implemented and continue to hold regular training sessions covering appropriate workplace behaviours, unconscious bias, and discrimination in the workplace. These sessions effectively prepare staff with the appropriate knowledge to recognise and prevent discrimination and disability-related bullying and harassment, to understand the impact on people with disability, and to promote an inclusive work environment.
1.5.2 Develop operational principles			
Develop, deploy, and regularly review training and operational practices to respond effectively to scenarios involving people with disability.	Northern Territory Police Force; Northern Territory Fire and Emergency Service	Completed	NT Police Force and NT Fire and Emergency Services have operationalised practices and training on various topics, contextualised for the agency, providing frontline staff a greater understanding of challenges faced by vulnerable people including people with disability. This equips them with the tools to appropriately engage and interact in a range of scenarios, ensuring the person's needs, experiences and potential trauma histories are appropriately supported.
1.6 Support eligible Territorians to access the NDIS			
1.6.1 Support NDIS access			
Support and advocate for represented persons involved with the Public Guardian to access the NDIS and for their NDIS plan to be reflective of the needs of the person.	Attorney-General's Department	Completed	The Public Guardian and Trustee continue to ensure that represented people have access to the support services needed for the highest quality of life and independence possible. The Guardianship Team ensures that NDIS plans in place for represented people meet their current needs and circumstances.
1.6.2 Assist with NDIS navigation			
(a) Support organisations to navigate the NDIS system, including payments and setting up businesses that will complement the NDIS.	Chamber of Commerce	Completed	The Chamber of Commerce continue to support Territory business across a wide range of sectors and disciplines, including those offering NDIS services.

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(b) Develop NDIS support coordinators framework for represented persons involved with the Public Guardian.	Attorney-General's Department	Completed	The Public Guardian and Trustee worked collaboratively with support coordination providers to develop and implement a framework to support consistent outcomes for represented persons.
1.6.3 Improve NDIS access through Aboriginal Community Controlled Organisations			
Build the Aboriginal Community Controlled sectors capacity to support access to the NDIS, consistent with the National Agreement on Closing the Gap and the associated National Disability Sector Strengthening Plan.	Department of People, Sport and Culture	Completed	The Department and NT Health collaborated with the National Disability Insurance Agency (NDIA) on the Maningrida Alternative Commissioning pilot undertaken in 2024/25 to look at innovative ways to deliver disability services in areas of thin markets. Lessons learnt is informing future workforce development and training pathway approaches to build the capability of Aboriginal Community-Controlled Organisations (ACCOs) to support NDIS access in communities. This is a key focus area of the NDIS First Nations Strategy 2025-30 and continues to be a key priority for the Northern Territory Government.
1.6.4 Support new and additional registrations under the NDIS			
Small Business Champions to continue to work with existing Territory Enterprises to support new and additional registrations under the NDIS.	Department of Trade, Business and Asian Relations	Completed	A total of 277 unique businesses were engaged throughout the Action Plan period and provided support to improve performance and service delivery, including those identifying as wanting additional information or assistance to become an NDIS registered provider in the NT.
1.6.5 Improve NDIS access through Aboriginal Community Controlled Health Organisations			
Build the capacity of Aboriginal Community Controlled Health Organisations (ACCHOs) to become registered NDIS providers.	NT Health	Completed	The NDIA has introduced NDIS access clinics in remote communities, supported by NT Health, with ACCHOs recruiting to NDIS interface roles to build capacity and support culturally safe implementation of these programs.
1.6.6 Support children and young people in the child protection or youth justice systems to access the NDIS			
Provide support and advocacy around NDIS access and planning. Monitor and increase the percentage of children and young people in care who have access to NDIS supports. Provide ongoing training for child protection practitioners and youth justice staff around NDIS eligibility, access and supports. Develop practice resources for child protection practitioners and youth justice staff around NDIS eligibility, access and supports.	Department of Children and Families	Completed	The Department employs Disability Practice Leaders to provide specialised guidance and support to Child Protection Practitioners. Their role includes assisting with NDIS assessments, applications, and planning for eligible children in care. In addition, the Department collaborates closely with NDIS Justice Liaison Officers to ensure children in care have timely access to appropriate services and supports. Enhanced client management systems now enable improved data collection on NDIS access and eligibility, strengthening service delivery and oversight.

Outcome 2: People with disability are included and can engage. Participate and contribute to community life

Action	Lead	Status	Final Status Comment
2.1 Address barriers to participation in social, recreational, sporting, arts, cultural events and activities			
2.1.1 Audit of place base, play equipment and sports clubs			
(a) Develop a Playground and Play Space Strategy to help with future planning and development of playgrounds, play and active recreation spaces in Palmerston ensuring play spaces are accessible and inclusive for all, and audit the City of Palmerston's place base and play equipment to ensure that it is inclusive and accessible.	City of Palmerston	Completed	City of Palmerston, guided by their long-term Play Space Strategy launched in 2022, continues to make Council playgrounds and outdoor spaces more inclusive and accessible for people of all abilities. Work has included installation of accessible signage such as visual aids and graphics, Braille and tactile markers.
(b) Review of the upgrade to Jingili Water Gardens, inclusive, all Abilities playground.	City of Darwin	Completed	The Jingili Water Gardens playground was upgraded in 2022 and is now a shaded accessible play space featuring a turn table, swings, balance log, tunnel and musical instruments. It is also adorned with various artworks commissioned from artists with disability. Since the upgrade, City of Darwin have received feedback about the play space that has been incorporated where possible into the repairs and maintenance schedule and future planning of refurbishment throughout the play space lifespan.
(c) Support clubs to engage a local disability service provider or community group to conduct an access audit and include physical access improvements into the organisation's asset management plan.	Department of People, Sport and Culture	Completed	Sport and Active Recreation fund Disability Sports Australia NT to work closely with peak sporting bodies and improve access for people with disability across sporting codes. Local clubs and peaks are supported with information and assistance to conduct audits as required.
2.1.2 Identify barriers and solutions to participate in community life			
(a) Conduct a volunteer management survey to identify what the barriers are for people with disability to participate as a volunteer and share results with the Department of Territory Families, Housing and Communities.	Volunteering NT	Completed	The Northern Territory, State of Volunteering survey completed during 2023 offered valuable insights into the volunteering sector and methods to reengage and support volunteering.
(b) Develop a document which supports City of Palmerston to develop strategies and actions to achieve equity of access and inclusion within Palmerston.	City of Palmerston	Completed	The City of Palmerston Disability and Inclusion Access Plan 2022-2025 outlines Council priorities, goals and actions to be implemented through the four key principles of the Council's Inclusive, Diverse and Accessible Policy Framework. The Framework provides staff, volunteers and stakeholders with a structure for incorporating inclusion, diversity and accessibility in work planning, implementation and reviews, and links all areas of Council with a shared commitment to improve accessibility and inclusion.

Action	Lead	Status	Final Status Comment
(c) Conduct a Territory-wide survey to identify barriers and solutions for people with disability to participate in each area of community life.	Department of People, Sport and Culture	Completed	The Office of Disability identified systems to conduct a survey however feedback received from the disability community suggested that a survey was not the most effective engagement tool for people with disability. In 2024, three disability advocacy service providers were funded as engagement partners to support the disability community to provide feedback on implementation of disability reforms throughout the NT. In addition, the NT Disability Directory was developed to connect people with disability, their carers and family, to the services, information and supports they need.
2.1.3 Promote access and inclusion advisory committee			
The DiversAbility Collective will continue to educate and improve community awareness of the needs and rights of people with disability and those with access and inclusion matters, through positive and proactive media, social marketing, community events, festivals, forums and other initiatives.	City of Darwin	Completed	The Access and Inclusion Advisory Committee continues to advocate, inform and guide the Council on improved access and inclusion for all people with disability, living, working, studying or visiting Darwin. The Committee meet at least 4 times per year.
2.1.4 Increase access to events that require a support person			
Promote the NT Companion Card to increase card holder and affiliation participation, influence attitudes, raise awareness and understanding of the required accommodation for people with disability to attend community activities or events.	Integrated Disability Action Inc.	Completed	The NT Companion Card has continued to grow and community involvement through business affiliation has increased, with more than 100 local businesses now participating in the program. In 2024, a new digital card was introduced, and the program celebrated 15 years of operation in the Northern Territory.
2.1.5 Increase access and inclusion across arts and culture programs			
(a) Review the Arts and Culture Grants Program and implement findings to increase access and inclusion across all grant program opportunities.	Department of People, Sport and Culture	Completed	The Arts Grants Program Guidelines are reviewed annually and have been updated to require applicants to include a statement that demonstrates their proposed activity is accessible to people with disability as artists, participants or audiences. In addition, people with disability or disability sector groups and organisations are prioritised for Activating Arts - Small Art Projects grants.

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(b) Through Arts NT, continue to support Arts Access Australia's NT membership bodies and prepare NT plans in line with the National Arts and Disability Associated Plan being developed.	Department of People, Sport and Culture	Completed	Three Leading Arts Organisations are funded to deliver dedicated programs for artists with disability in Darwin, Katherine and Alice Springs. These organisations collectively supported more than 54 artists with disability in 2024-25, with many more artists supported through art centres and community arts organisations. Works have also commenced to better align NT initiatives with the Equity: Arts and Disability Associated Plan to Australia's Disability Strategy, released in 2024.
2.1.6 Increase access and inclusion across sports programs			
(a) Ensure sport and active recreation funded participation and development programs cater for all abilities. This includes, for example, working with sports and disability service groups to provide coaching and officiating opportunities for people with a disability and offering transport solutions to get to and from training venues.	Department of People, Sport and Culture	Completed	Disability Sports Australia are funded by the department to deliver Abilities Unleashed entry programs and create pathways into sport; to Total Recreation for programs supporting people with intellectual disability through its membership network; to Riding for the Disabled in the Top End and Alice Springs for inclusive riding programs; and to the Northern Territory Sports Academy to run Paralympic Uplift Futures Programs for para-athletes of all ages and abilities.
(b) Work with disability service groups (including the Office for Disability, Disability Sports Australia / NT, Total Recreation, Clubhouse Territory, etc.) and peak sporting bodies to develop and deliver relevant and necessary community sport education programs across the Territory. Review and update grant programs to consider funding opportunities to improve sport and active recreation opportunities and outcomes for people with disability.	Department of People, Sport and Culture	Completed	Investment with Disability Sports Australia supported engagement with RecLink, Sport4All, and Freedom Solutions to strengthen sport education initiatives. Funding to Total Recreation enabled education programs and, in 2025, the delivery of a Disability Forum featuring keynote speaker Robyn Smith from Sport Inclusion Australia. Support was also provided for community all-ability events, including the Be Inclusive Games hosted by Clubhouse Territory.
(c) Implement Sport Australia's 7 Pillars of Inclusion to help sports, clubs, associations and organisations to identify the strengths and weaknesses with regards to the inclusion of individuals and communities.	Department of People, Sport and Culture	Completed	Education and resources promoting the 7 Pillars of Inclusion in sports framework were actively shared through the Sports, Recreation and Strategic Infrastructure website.
2.1.7 Investigate demand for a borrowing scheme for specialist equipment			
Investigate the need for, and management of, a sport and active recreation equipment library/libraries that includes access for people with a disability to borrow equipment that is too expensive or not used frequently enough to purchase themselves (e.g. beach wheelchairs).	Department of People, Sport and Culture	Completed	Investigation and feasibility assessments were undertaken, however, a formal sporting equipment library was not deemed feasible due to a number of factors. Sport and Active Recreation will continue to foster collaborative relationships across the sector to improve access to equipment.

Action	Lead	Status	Final Status Comment
2.2 Support community services to be disability confident and inclusive			
2.2.1 Provide access to resources that will help community services be confident and inclusive			
Develop and connect community services to useful resources to help them be disability confident and inclusive.	Department of People, Sport and Culture	Completed	The NT Disability Directory was developed by the Office of Disability to provide a resource for service providers and the broader community to improve awareness, accessibility and inclusion, and connect people with disability, their carers and family, to the services, information and supports they need. The Directory is updated regularly and a number of enhancements are planned.
2.3 Increase the community's visibility, understanding and acceptance of people with disability			
2.3.1 Create an information hub where the public can access information and resources			
Create an information hub (website) which connects the public to useful resources to learn more about the diverse needs, rights and ways to support people with disability. Resources will be provided in a range of formats and languages.	Department of People, Sport and Culture	Completed	The NT Disability Directory was developed by the Office of Disability to provide information and resources to the broader community to improve awareness, accessibility and inclusion. The Directory includes links to information about how to become involved in the NT Companion Card program, how to create accessible communications and how to join the Hidden Disabilities Sunflower Program.
2.3.2 Raise awareness about people with disability across the Territory			
Promote events such as 'Say hi to the Dry', All Abilities Expo, Carnival of Fun and supporting the celebration of International Day of People with Disability and develop a comprehensive plan to raise awareness about people with disability so that communities are more inclusive.	Department of People, Sport and Culture	Completed	Disability sector events are promoted regularly through social media and on the Disability Directory. Collaborative work with other Northern Territory Government agencies as well as internal collaborations between Departmental work units ensure that disability is increasingly considered as part of everyday activities and interactions with the community.
2.3.3 Promote opportunities for people with disability to be in leadership roles			
(a) Promote the Youth Round Table as an opportunity for young people with disability to engage with decision makers and develop their leadership skills.	Department of People, Sport and Culture	Completed	Young people with disability continue to be actively involved in the Youth Round Table program. The program is promoted annually through an open recruitment process that encourages applications from young people with disability. Extensive promotion is undertaken each year, including regional and school visits and attendance at networking meetings, to strengthen participation and attract young people with disability to apply for the program.

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(b) Promote opportunities for people with disability to be on government boards and committees through disability networks and develop a quota for government.	Department of Chief Minister and Cabinet	Completed	Promotional materials and information about NT Government processes for boards and committees was distributed through disability sector networks and included in Easy Read resources. The NT EmployAbility Strategy was launched in 2024 and includes an action to target and support representation of people with disability on boards and committees.
2.3.4 Support Darwin to be an inclusive city			
Support Darwin to be an inclusive capital city through the DiversAbility Collective by educating; increasing visibility and active participation of people of all abilities within the community; and increasing the impact of an inclusive agenda on the broader Darwin community.	City of Darwin	Completed	The DiversAbility Collective is a network of organisations from the disability and social services sectors that meet every two months to share industry knowledge and collaborate to create a more inclusive community. The Collective organises the DiversAbility Fun Day each year to celebrate International Day of People with Disability, fostering active participation of people of all abilities and educating the community about the importance of inclusivity.
2.3.5 Increase support under the MacCare program			
Support community members with disability to live on their country and have access to sustainable, community-led, culturally appropriate MacCare program. This may include domestic care, personal care, transport and/or meals.	MacDonnell Regional Council	Completed	MacDonnell Regional Council continue to deliver Aged and Disability Services across 8 remote communities. Client care planning incorporates person-centred principles to support people with disability to live in their communities with choice and flexibility in the way they receive care and services.
2.4 Recognise and promote the role of carers			
2.4.1 Support carers with information and resources			
Establish information, networks and resources to support people with disability, carers or guardians in providing care and navigating services.	Department of People, Sport and Culture	Completed	The NT Disability Directory was developed by the Office of Disability to streamline navigation of the Territory's disability sector and connect people with disability, their families and carers, to the services, information and supports they need. The Directory is updated regularly and a number of enhancements are planned.

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2.4.2 Support private guardians Develop and provide educational material to support private guardians, including newsletters and information sessions.	Attorney-General's Department	Completed	During the reporting period, a suite of documents were developed to help private guardians understand their role and responsibilities. These resources were made available to all stakeholders online and in multiple formats, including various languages, Easy Read, Auslan, and audio recordings.
2.4.3 Review Kinship and Foster Carers' handbook Review the handbook to promote person with disability carers' knowledge around NDIS and promote access to the NDIS.	Department of Children and Families	Completed	Development of NDIS-specific information and resources to enhance carers' knowledge has been completed and will be incorporated into the Kinship and Foster Carers' Handbook provided to carers when it is next reprinted.

Outcome 3: People with disability can access the places, information and services they need

Action	Lead	Status	Final Status Comment
3.1 Increase the availability of housing that meets universal design principals			
3.1.1 Update construction standards			
Review construction standards and implement changes to ensure that all government housing built in the NT reflects best practice and relevant Australian Standards for access and mobility. Create a plan to rectify existing public housing for people with disability, as required, in consultation with people with disability. This will include: - Implement liveable housing design provisions being introduced in the National Construction Code 2022 for government housing in the NT. - Ensure all new remote community housing dwellings are designed to be able to achieve silver standards of the Liveable Housing Design Guidelines (2017) and requirements of AS 4299 (1995), and the Adaptable Housing Standard. All new houses aim to be 'visitable' and allow basic provisions for ramp access, level thresholds to wet areas and living areas, and ease of use within toilets and showers.	Department of Lands, Planning and Environment	Completed	From 1 October 2023, applications for building permits for new homes in urban areas must meet the National Construction Code for Liveable Housing Design Standards.
3.1.2 Increase remote accessible housing stock			
Increase the stock of community housing in remote areas through the 10-year commitment 'Remote Housing Investment Package: Our Community. Our Future. Our Homes. (2017 – 2027)' which is accessible to people with physical and non-physical disability.	Department of Housing, Local Government and Community Development; Department of Logistics and Infrastructure	Completed	1,193 new and replacement homes have been built since 2017 in remote Northern Territory communities under the 'Our Community Our Future Our Homes' program that meet accessibility standards. These homes provide safe, independent access for people with disability and can be retrofitted to meet individual needs. A new 10-year Federation Funding Agreement (2024–2034) will deliver additional remote housing, with all new dwellings constructed to applicable accessibility standards.

Action	Lead	Status	Final Status Comment
3.1.3 Increase urban accessible housing stock			
Increase the stock of social housing in urban areas which is affordable and accessible to people with physical and non-physical disability.	Department of Housing, Local Government and Community Development	Completed	All new public housing dwellings are required to comply with accessibility and mobility standards as outlined in the National Construction Code. This ensures these new dwellings have safe and independent access for people with disability, including circulation spaces for wheelchairs. These dwellings can be retrofitted to meet additional individual accessibility needs.
3.1.4 Support the growth of the Disability Accommodation Sector			
Provide opportunities for Specialist Disability Accommodation providers to construct Specialist Disability Accommodation and build capacity in the sector.	Department of Housing, Local Government and Community Development	Completed	In partnership with the disability sector, the Department has delivered two rounds of land grants for Specialist Disability Accommodation. The first round resulted in four dwellings in Darwin's northern suburbs and the second round includes two dwellings under construction in Darwin and one planned for Alice Springs.
3.2 Ensure Universal design in public places and buildings			
3.2.1 Conduct accessibility audits			
(a) Commission independent accessibility audits of a selection of public places, town plans and buildings to identify structures and practices requiring review, prioritising higher risk settings such as correctional and health facilities.	Department of Lands, Planning and Environment	Completed	The Department was unable to progress independent audits however continues to identify and recommend building and infrastructure accessibility improvements as part of redevelopment and refurbishment application processes. All applications are required to meet the National Construction Code requirements for building control areas.
(b) Audit existing public infrastructure to ensure that it is compliant with relevant accessibility standards.	City of Darwin	Completed	City of Darwin have made tangible improvements including upgrading public facilities such as paths, playgrounds and transport infrastructure as well as enhancing inclusive programming and community events. In addition, a number of commitments have been made as part of the Access Strategy 2025-2030 to improve existing public infrastructure including review and development of a framework for accessibility audits that includes a system for monitoring and tracking of accessibility reviews and their findings and recommendations.

Action	Lead	Status	Final Status Comment
(c) Conduct an assessment of NT Government sporting assets in adequately catering for people with a disability (with improvements required to be a priority in the works program) and alignment to Universal Standards.	Department of People, Sport and Culture	Completed	Sport and Recreation have prioritised disability access improvements at Arafura Stadium and Territory Rugby League Stadium as part of their commitment to assessing and enhancing accessibility in line with Universal Standards.
3.2.2 Embed universal design in all new public places and buildings			
(a) Embed universal design in all new public spaces and buildings, particularly those deemed 'high risk', so that they are designed with universal principles in mind.	Department of Lands, Planning and Environment	Completed	All new public infrastructure is required to comply with accessibility and mobility standards as outlined in the National Construction Code, applicable to designated building control areas. This ensures they are safe and provide minimum standards of access for people with disability.
(b) Major assets and infrastructure projects are designed in line with relevant access standards and incorporate Universal Design principles.	City of Darwin	Completed	City of Darwin delivers infrastructure that exceeds minimum standards by applying universal design principles and ensuring accessibility suited to the local environment. Projects consider factors such as heat management and proximity to disability parking and include an Accessibility Lead with expertise in inclusive design.
3.2.3 Avoid or rectify barriers to accessibility through community engagement			
Establish and implement a process to engage with people with disability and the community to identify potential barriers to community and infrastructure projects at the project initiation stage, and to identify barriers and develop plans to address them in existing projects.	Department of Logistics and Infrastructure	Completed	A representative from the Department regularly attends Access and Inclusion Advisory Committee meetings hosted by City of Darwin. The meetings provide an opportunity to hear first hand the issues faced by people with disability to incorporate design solutions to overcome these challenges in Northern Territory Government projects.
3.3 Ensure Universal design in public places and buildings			
3.3.1 Introduce performance standards for transport			
Implement and monitor a system of performance standards for disability accessible transport similar to the Key Performance Indicators for the commercial passenger vehicle industry.	Department of Logistics and Infrastructure	In Progress	The Department monitors monthly data on the number of wheelchair passengers transported and on refusals of journeys involving wheelchair users. Additional service monitoring measures and key performance indicators are under consideration through ongoing consultation with industry stakeholders.

Action	Lead	Status	Final Status Comment
3.3.2 Update bus ticketing systems Introduce a new bus ticketing system that is accessible and compliant with the disability standards for accessible transport.	Department of Logistics and Infrastructure	In Progress	Options and feasibility for a new bus ticketing system are being explored however all public bus services are currently free across the Territory. This action will be further considered as part of broader transport reforms as a result of the 2022 Review of Transport Standards final report released in 2024, and is included in Action Plan 2.
3.3.3 Help people meet their transport needs Help people to meet their unique transport needs by developing schemes and incentives so that people with disability are not disadvantaged. This may include expanding initiatives such as the Transport Subsidy Scheme and Lift Incentive Scheme.	Department of Logistics and Infrastructure	Completed	During the reporting period, the Department explored and implemented a range of initiatives to enhance trip planning and the Transport Subsidy Scheme, with further enhancements to support people with disability under investigation, including moving away from paper-based systems.
3.3.4 Assist the taxi industry to convert vehicles to be wheelchair accessible Implement the Territory-wide grants scheme to assist the taxi industry to convert vehicles to be wheelchair accessible.	Department of Logistics and Infrastructure	Completed	Since 2022, the Department has awarded 11 grants of up to \$15,000 each to Multiple Purpose Taxi operators through the Multiple Purpose Taxi Grant program. The grants support operators to convert standard vehicles to be suitable for wheelchair use, improving accessible taxi availability. Additional grants are expected following the allocation of new Multi-Purpose Taxi licences.
3.3.5 Improve the range and quality of transport options available in remote areas Continue to provide funding through the Remote Passenger Transport Program to improve transport access in remote areas; work closely with communities and key stakeholders to ensure that transport requests cater for people with disability.	Department of Logistics and Infrastructure	Completed	The Remote Passenger Transport Program continues to increase passenger transport access in remote areas by funding eligible transport service providers to fill gaps where transport in an area may not be commercially viable without financial support. Annual funding rounds are awarded on a trial basis for one to three years.

Action	Lead	Status	Final Status Comment
3.4 Support access to technology that improves peoples' lives			
3.4.1 Accessible service information			
Expand the use of technology to allow for people with disability to be informed through a variety of information mechanisms e.g. large print, audio, different languages and Braille. This could include timetables on the website, at bus stops and interchanges. Improve the accessibility of the Bus Tracker App to provide information on transport options for people living with disability.	Department of Logistics and Infrastructure	Completed	The Department has improved accessibility of service information by adding Braille and audio notifications to select bus stop information posts, with further work planned to provide Easy Read timetables online.
3.5 Improve the accessibility of public information and communications			
3.5.1 Ensure communication by government is accessible and inclusive			
Ensure programs, services and communication involve inclusive practices where and when required (e.g. text, translation and Auslan services for the hearing impaired, audio for vision impaired, etc.).	Department of People, Sport and Culture	Completed	The Office of Disability promotes accessible communication to all NT Government agencies, supporting more regular use of Auslan Interpreters across government and implementing Easy Read versions of publications such as Annual Reports. In addition, the Office of Disability supports other agencies with development of Easy Read documents when possible.
3.5.2 Accessible information			
Engage Aboriginal Interpreter Service and the Interpreter and Translating Service NT to increase the accessibility of information for people with disability.	Department of People, Sport and Culture	Completed	The Aboriginal Interpreter Service and Interpreting and Translating Service continue to support people with disability and people from culturally and linguistically diverse backgrounds to access interpreting. Auslan Interpreting information is provided online and upon request, referring people to Deaf Connect as the dedicated face to face Auslan Interpreting service available in the Territory.

Action	Lead	Status	Final Status Comment
3.6 Increase the choice of quality, culturally competent disability service providers across the Territory			
3.6.1 Enhance the role of Aboriginal Community Controlled Organisations in the provision of disability services			
(a) Strengthen and grow partnerships with urban and remote Aboriginal Community Controlled Health Organisations to provide age and disability services and programs. This will include partnership arrangements with: - Thamarrurr Development Corporation, in Wadeye - Wurli Wurlijang, in Katherine - Central Australian Aboriginal Congress, in Alice Springs - Danila Dilba Health Services, in Greater Darwin, and - Consultations with other Aboriginal Community-Controlled Health Organisations to explore options.	NT Health	Completed	Across the period of the Action Plan, NT Health noted a progressive increase in the capacity and capability of Aboriginal Community Controlled Organisations offering Aged and Disability resources. NT Health continue to provide supports as requested via a collaborative model of engagement.
(b) Build the capacity of Aboriginal community-controlled organisations to deliver a full range of culturally responsive disability support services that achieve much greater social and economic participation of Aboriginal people with disabilities, consistent with the National Agreement on Closing the Gap and the associated National Disability Sector Strengthening Plan.	Department of People, Sport and Culture	Completed	As per Action 1.6.3.
3.6.2 Build the local disability services sector workforce and support local employment in the disability sector			
Grow the Aboriginal disability workforce and improve training and professional development for workers, consistent with the National Agreement on Closing the Gap and the associated National Disability Sector Strengthening Plan.	Department of People, Sport and Culture	Completed	As per Action 1.6.3.
3.6.3 Increase the number of disability service providers and NDIS registered providers operating in the NT			
Connect Small Business Champions with key stakeholders to continue supporting registered providers and those intending to enter the market, to build capacity and capability.	Department of Trade, Business and Asian Relations	Completed	During the reporting period, the Department's Territory Business Advisors delivered 45 stakeholder engagements to support and educate providers, building their capacity and capability to confidently enter the disability services market.

Outcome 4: People with disability have the skills and opportunities to participate in the economy and be financially secure

Action	Lead	Status	Final Status Comment
4.1 Provide education that meets an individual's lifelong learning needs			
4.1.1 Implement the Department of Education's Framework for Inclusion			
(a) Create an environment in NT Government schools which is inclusive, fair and focused on delivering learning to meet individual needs by implementing the Framework for Inclusion.	Department of Education and Training	Completed	The Department continues to support and develop inclusive practices within schools to meet the needs of students with disability. Guided by the Framework for Inclusion 2019-2029 throughout the period of the Action Plan, priorities are currently being realigned to ensure practices are consistent with broader disability reform.
(b) Develop and implement reflection tools and processes, including an Inclusion Self Reflection Tool, to support schools to become more inclusive through their improvement planning. ¹	Department of Education and Training	In Progress	A self-reflection tool that aligns with and builds on the Australian Council for Education Research School Improvement Tool remains in development, to be trialled in 2025/26.
4.1.2 Strengthen systems for early support for students with disability			
(a) Strengthen systems for early and timely support for children and students with disability and diverse needs. Provide wraparound support to ensure all children with additional needs have the opportunity to engage, grow and achieve in their first years of education.	Department of Education and Training	Completed	The Department has collaborated with NT Health and the Department of People, Sport and Culture as part of disability reform processes, to plan a wrap around service model that is aligned to the recommendations of the NDIS Review and meets the unique needs of the Northern Territory context. In addition, the Student Advocacy Service was successfully established in 2022, providing support to families navigating education options for their child/children.
(b) Develop and implement a mental health and wellbeing framework.	Department of Education and Training	In Progress	The Department continues to work on a student mental health and wellbeing framework that aligns with national frameworks and the recommendations from the Disability Royal Commission.
4.1.3 Support the transition of students into secondary schooling			
Develop and promote public information for students and families of students with disability to support transitions, including new national information products developed through the Australian Government's 2020 Review of the Disability Standards for Education 2005.	Department of Education and Training	Completed	Student Wellbeing, Inclusion and Program Services is contributing to the national work to expand the publicly available resources to support families and students with disability, through the Nationally Consistent Collect of Data on School Students with Disability.

Action	Lead	Status	Final Status Comment
4.1.4 Support educators in providing inclusive learning environments			
(a) Develop and implement professional learning resources to support educators in providing inclusive learning environments. Investigate and implement methods to improve inclusive teaching practice through tertiary studies at the vocational education and training, and university levels.	Department of Education and Training	Completed	The Department utilises various tools and resources to support educators to provide and build inclusive practices in schools including those from the Be You national mental health and wellbeing initiative, Positive Behaviour Interventions and Supports framework for safe learning environments that improve social-emotional outcomes, and the Nationally Consistent Collection of Data on school students with disability, enhancing educator awareness and understanding of disability.
(b) Provide training on Disability Standards for Education to Charles Darwin University staff.	Charles Darwin University	Completed	In 2022, Charles Darwin University implemented compulsory Disability Standards and Awareness Training for staff. It is required at induction and then every 2 years thereafter. In addition, CDU supported educators and school leaders with face to face and facilitated online training courses on important topics such as Attachment and Trauma Theory and Understanding and Supporting Behaviour.
4.1.5 Monitor performance against National Quality Standards for Australian Children's Education and Care Quality Authority			
Monitor services' performance against the 'National Quality Standard: Element 6.1.3 Families are supported' to identify trends to indicate any future strategies, actions or professional development needs. Monitor regulated services' (under the National Quality Framework) performance against National Quality Standard: Element 6.2.3 Community engagement – the service builds relationships and engages with its community. Data from monitoring is used to identify service needs.	Department of Education and Training	Completed	The Department, through Quality Education and Care NT, continues to actively monitor service quality against the National Quality Standard, with a focus on lifting quality outcomes for all services.
4.1.6 Engage families of students with additional needs¹			
Develop and implement initiatives to engage families of students with additional needs, including: - establish advisory groups including parents, students and key stakeholders; - provide support materials for educators to better enable them to establish welcoming, safe and inclusive environments for students and families from a range of cultural backgrounds; - promote examples of best practice inclusion in the NT, including family voice, from a range of settings.	Department of Education and Training	Completed	The Department collaborated with the Office of Youth Affairs to establish Youth Voice NT in 2022. Youth Voice NT is a culturally safe peak advisory group for young people and has been instrumental in guiding comprehensive discussions on inclusive education. School staff are supported through resources, tools, and case studies provided via the Nationally Consistent Collection of Data to promote best-practice educational delivery for students with disability.

Action	Lead	Status	Final Status Comment
4.1.7 Reduce and eliminate the use of restrictive practices in all government service systems¹			
Reduce restrictive practices in schools by: - developing and implementing policy, guidelines, resources and training to reduce restrictive practices in schools; - developing systems to monitor and reflect on restrictive practices in schools and ensure they are only used in emergencies and as an agreed part of a students' adjustment plan.	Department of Education and Training	Completed	The Department has developed draft Restrictive Practice Guidelines that are aligned with the recommendations of the Disability Royal Commission and are progressing through internal consultation processes. Additional strategies to reduce restrictive practices in schools include mandatory de-escalation training to ensure schools continue to be safe places that meet the needs of all Territorians, and planning for electronic data collection and monitoring.
4.2 Expand the Options for young people transitioning from school to employment or other forms of economic participation			
4.2.1 Support students with disability leaving school			
Follow and support the transition of students into further education, employment or training, in partnership with local communities, industry, government and non-government organisations, including by partnering with community or other groups to support students with disability transitioning from Year 12 into further education or employment. Improve transitional support for children and students with disability, including transition out of schooling, in partnership with community organisations and industry.¹	Department of Education and Training	Completed	The Department's Teaching and Learning Service division developed and shared communication packages with schools and parents to support students accessing modified senior education pathways. These resources were distributed via the Department's eLearn website. Training was also provided to Student Wellbeing and Inclusion Program Service staff to support effective use of the communication packages.
4.2.2 More opportunities and information for students at schools			
(a) Promote opportunities for local high school students to undertake paid work experience for a term of the school year at Katherine Town Council.	Katherine Town Council	Completed	The Katherine Town Council Strategic Plan 2022-2027 outlines seven strategic priorities that celebrate diversity. These include improving accessibility of Council facilities, transport infrastructure, and communications and engagement. Other initiatives undertaken include securing funding for a Changing Places facility at the Katherine Aquatic Centre and increasing the number of disability parking spaces outside Council buildings and at various other locations across town.
(b) Promote the availability of Northern Territory Public Service (NTPS) traineeships for NT school-leavers with disability.	Department of Corporate and Digital Development	Completed	The Early Careers Team routinely conduct recruitment drives and attend events across the Territory, including expos and school information sessions, to promote inclusive careers with the Northern Territory Public Service. In the final year of the Action Plan, 32 events and expos were used to promote NTPS career pathways.

Action	Lead	Status	Final Status Comment
(c) Focus on promoting employment opportunities available across the region for students with disability within all the local schools.	Roper Gulf Regional Council	Completed	Roper Gulf Regional Council implemented a Work Experience Working Group to lead the development of this initiative and supported staff to learn about design and promotion of sustainable employment for people with disability. A number of opportunities have been progressed including a supported placement for one trainee to deliver meals to elderly people in Ngukurr.
4.2.3 Facilitate a sector wide Disability Employment Program (DEP)¹ Facilitate and promote a sector wide DEP comprised of wage reimbursements and employment supports for: - Entry level, temporary roles for people with disability who cannot compete for public sector roles on the basis of merit. - NTPS traineeships and graduate roles for people with disability.	Office of the Commissioner for Public Employment	Completed	The Disability Employment Program, established under the NTPS EmployAbility Strategy, provides up to two years of supported entry-level employment for people with disability, in partnership with Disability Employment Service providers. Participation averages 11-15 people annually with the program delivering valuable skills and experience.
4.2.4 Promote NTPS Traineeships¹ Promoted NTPS Disability Employment Program traineeship opportunities directly to NT school-leavers with disability. NTPS Graduate trainee opportunities promoted and marketed directly to Charles Darwin University students. Promotion of programs to NT school-leavers and university graduates with disability.	Office of the Commissioner for Public Employment	Completed	The Office of the Commissioner for Public Employment work closely with the Department of Corporate and Digital Development Early Careers Team which regularly delivers engagement sessions to promote inclusive career pathways in the Northern Territory Public Service, including sessions with school students and school leavers and sessions with Charles Darwin University students.
4.2.5 Modified NT Certificate of Education and Training¹ Support students to complete the NT Certificate of Education and Training through modified subjects offered to students who are eligible on the grounds of a documented or imputed disability.	Department of Education and Training	Completed	The number of eligible students accessing a modified NT Certificate of Education and Training (NTCET) has been steadily increasing throughout the period, with more than 40 students with disability now accessing NTCET each year. The Department is progressing work to create opportunities for students to earn NTCET credits through supported transitional work experience programs.

Action	Lead	Status	Final Status Comment
4.2.6 Indigenous Employment Initiative (IEI)			
Support local people with disability to engage in the IEI, including key stakeholders to support the dissemination of information to the community.	Roper Gulf Regional Council	Completed	Roper Gulf Regional Council work closely with all levels of community to employ local people in Council roles wherever possible. More than 8 community members were supported through the Indigenous Employment Initiative program in Council's Aged Care & Disability Services sector throughout the reporting period.
4.3 Increase employment of people with disability			
4.3.1 Increase disability employment in the Northern Territory Public Sector			
Implement a special measures in recruitment pilot program for people with disability for vacancies that are mid-senior level mainstream roles. Promote the availability of NTPS vocational and graduate traineeships for people with disability. Continue to use the Champions of Inclusion to promote the employment of people with disability. Continue to support and seek the advice of the Disability Reference Group as supported by the Office of the Commissioner for Public Employment to identify opportunities to increase employment of people with disability.¹	Office of the Commissioner for Public Employment	Completed	The Office of the Commissioner for Public Employment established an employee-led reference group comprising employees with disability and those with an interest in advocating and improving disability employment outcomes. The NTPS EmployAbility Strategy 2024-2027 will continue to enhance the NTPS Recruitment and Selection Policy to enable and support attraction and recruitment of people with disability.
4.3.2 Support Disability Action Plan implementation in the Northern Territory Public Sector			
(a) As part of the EmployAbility Strategy, support NTPS agencies to implement their Disability Action Plans, including monitoring the experience of people with disability through the People Matter Survey and addressing challenges and barriers faced by employees with disability.	Office of the Commissioner for Public Employment	Completed	All Northern Territory Government departments were supported to develop Disability Action Plans (DAPs) with oversight from the Office of the Commissioner for Public Employment. The creation of the DAPs offered significant insight into disability initiatives across government, which contributed greatly to the development and whole of government uptake of the NTPS EmployAbility Strategy 2024-2027.
(b) Monitor implementation of NTPS agency Disability Action Plans, aligned to the NTPS EmployAbility Strategy.	Office of the Commissioner for Public Employment	Completed	Agencies provide Disability Action Plan (DAP) progress reports with responses on how they have delivered actions and promoted workplace inclusion practices and review their DAP annually to ensure actions remain relevant. DAPs are published on the Office of the Commissioner for Public Employment website to offer the public insight into disability initiatives being undertaken across the Northern Territory.

Action	Lead	Status	Final Status Comment
4.3.3 Implement and evaluate the NT Public Sector EmployAbility Strategy 2018-2022			
(a) Continue implementation of the NTPS EmployAbility Strategy 2018-2022. ¹	Office of the Commissioner for Public Employment	Completed	The current Northern Territory Public Service EmployAbility Strategy 2024-2027 builds on the previous 2018-2022 strategy, taking into account significant changes to the disability sector such as full implementation of the NDIS, establishment of the Disability Royal Commission and enactment of Positive Duty legislation. The employee-led Disability Reference Group provided feedback on the draft strategy and recommendations were incorporated into the NTPS EmployAbility Strategy 2024-2027.
(b) Evaluate the NTPS EmployAbility Strategy 2018-2022 and develop its next iteration.	Office of the Commissioner for Public Employment	Completed	A 2021 mid-term review of the NTPS EmployAbility Strategy 2018-2022 highlighted achievements and areas for improvement, emphasising the need for a more inclusive workplace consistency. Recommendations from the Disability Royal Commission's Final Report informed the new EmployAbility Strategy 2024-2027, launched on 20 June 2024. The strategy aims to increase workforce participation of people with disability, targeting 8% representation by 2027.
4.3.4 Maximising opportunities			
Maximise opportunities for community members, including people with disability, to access training opportunities, receive on the job support and mentoring.	Roper Gulf Regional Council	Completed	Roper Gulf Regional Council facilitated training delivered by yarning circle, rather than traditional methods with written English the primary indicator of knowledge. The model was very successful and is planned for implementation across other training areas.
4.4 Support employers to be disability confident			
4.4.1 Implement NTPS employee disability confidence training			
(a) Include Disability Confidence and unconscious bias training on the essential training list and manage and report on the agency uptake and progress of the program.	Office of the Commissioner for Public Employment	Completed	Disability Confidence and unconscious bias training was delivered across the sector, both face-to-face and online, as part of the myLearning suite of professional development options available to all Northern Territory Government employees. The Office of the Commissioner for Public Employment will continue to review and consider these training programs as part of its core capability offerings.

Action	Lead	Status	Final Status Comment
(b) Implement and promote inclusion and diversity initiatives across the NTPS, including access to online and in-person training, webinars and events.¹ Deliver access to training opportunities, receive on the job support and mentoring.	Department of Corporate and Digital Development	Completed	The Northern Territory Government is a member of Diversity Council of Australia, Australian Network on Disability and Pride in Diversity, with each organisation offering a suite of training, information and resources available for use across government. Training modules include Disability Confident Workforces, Managers and Recruiters, available through the NTPS online learning platform. In the final year of the Action Plan, 10 people with disability were supported by the Early Careers team, receiving extra one-on-one support to transition into the workplace.
4.4.2 Reward inclusive employers Recognise and reward mainstream services that are inclusive, support people with disabilities, and provide role modelling for other organisations. Continue to sponsor an employment category in the NT Disability Services Awards.	Office of the Commissioner for Public Employment	Completed	The Office of the Commissioner for Public Employment (OCPE) has proudly sponsored a category in the Northern Territory Disability Inclusion Awards since 2013. This sponsorship provides a platform to demonstrate the NTPS's commitment to improving employment outcomes for people with disability and strengthens its profile within the disability sector. To maintain engagement in the sector, OCPE holds memberships with the Australian Disability Network, JobAccess, Diversity Council Australia, and Soldier On.
4.4.3 Add information to the new information hub to help employers and employees Add information to an information hub connecting employers to information about employing people with disability, including people rights and obligations.	Department of People, Sport and Culture	Completed	The NT Disability Directory was developed by the Office of Disability to provide the community with a resource to improve awareness, accessibility and inclusion. It connects employers or businesses considering employing people with disability, with local support services and resources.
4.4.4 Promote the NTPS as an exemplar employer¹ Promote the NTPS as an exemplar employer through ongoing awareness raising, training and upskilling of NTPS employees and leaders regarding unconscious bias, disability confident workplaces, Hands up for Inclusion resource and inclusive work practices.	Office of the Commissioner for Public Employment	Completed	The Office of the Commissioner for Public Employment promotes specific days of observance each year, with relevant training and resources shared, raising awareness and demonstrating the Northern Territory Government's commitment to inclusion and diversity. Disability Confident Workforces training is available to all NTPS employees.

Action	Lead	Status	Final Status Comment
4.4.5 Sponsor major events and awards that celebrate inclusion and achievements of people with disability¹ Provide a contribution from NTPS to: - National Disability Services (NDS) annual NT Disability and Inclusion Awards. - The Northern Territory Young Achiever Awards.	Department of People, Sport and Culture	Completed	The Department continues to fund the NT Disability Inclusion Awards through the Office of Disability and sponsors two NT Young Achiever Awards each year. The Young Carers Award recognises the contributions of young carers and the sacrifices they make to provide care every day, and the Excellence in Youth Leadership Award recognises young people with strong leadership ability to think creatively and act decisively while motivating and inspiring others to aim high.

Outcome 5: People with disability's health and wellbeing is supported

Action	Lead	Status	Final Status Comment
5.1 Deliver disability confident, inclusive, and accessible health services			
5.1.1 Align to national standards on disability confidence, inclusion and accessibility			
In partnership with consumers, implement a program to support NTG, Aboriginal Controlled, Primary Care and private health services to progressively achieve national standards with regard to disability confidence, inclusivity and accessibility. This includes culturally safe and responsive health services for Aboriginal Territorians with a disability and health services delivered by NDIS funded allied health and nursing providers.	NT Health	In Progress	NT Health monitors how its services and funded providers apply the principles of the NT Aboriginal Cultural Security framework in delivering culturally safe and responsive services inclusive of people with disability. NT Health are committed to having a diverse and representative workforce that offer responsive and appropriate services to NT communities.
5.2 Increase access to health education and prevention supports			
5.2.1 Identify priority areas for health education and prevention supports			
In partnership with consumers, and linked with the above aim, identify priority areas for health education and prevention supports for Territorians with a disability and work collaboratively with NTG, Aboriginal Controlled and Primary Care health services to progressively deliver these supports. This includes culturally safe and responsive health services for Aboriginal Territorians with a disability and health services delivered by NDIS funded allied health and nursing providers.	NT Health	In Progress	NT Health continue to plan and deliver health education and prevention supports that address community and emerging needs, in accordance with National Safety and Quality Health Service Standards. Future support needs are identified through various mechanisms including the Partnering with Consumers committee with a recent focus on hidden disabilities.
5.2.2 Deliver Nurse Home Visiting Programs¹			
Deliver sustained Nurse Home Visiting Programs in most remote and urban regions of the NT for Aboriginal and Torres Strait Islander women. Nurse home visiting programs include the Maternal Early Childhood Sustained Home-visiting (MECSH) program supported by the Northern Territory Government; and the Australian Nurse-Family Partnership Program supported by the Australian Government. Support provision of sustained Nurse Home Visiting in most remote and urban regions of the NT for Aboriginal and Torres Strait Islander women. The programs are primarily delivered by Aboriginal Community Controlled	NT Health	Completed	The MECSH program supported Aboriginal women from pregnancy through to early childhood in remote communities across East Arnhem and Big Rivers regions. In 2024, the program was evaluated and paused with a decision to transition towards a locally designed maternal and early childhood program. Work continues to finalise the evaluation and determine the most appropriate model of care moving forward.

Action	Lead	Status	Final Status Comment
Health Organisation with some provision directly from the NT Government.			
5.3 Increase access to health education and prevention supports			
5.3.1 Early identification of neurodevelopmental conditions			
In partnership with consumers, strengthen strategies for screening, identifying, diagnosing neurodevelopmental conditions in children up to age five.	NT Health	Completed	The Top End Developmental Infant Clinic (TEDI) provides multidisciplinary screening for eligible infants, including therapy and monitoring to improve developmental outcomes. Families are referred to therapy and support services in their region to ensure the infant receives appropriate ongoing care and the family is supported. Community Allied Health and Children's Development Teams in the Top End and Central Australia offer support for children with developmental delay up to 5 years of age.
5.3.2 Early support of children with developmental delay			
In partnership with consumers, strengthen early supports for children identified with developmental delay and their families.	NT Health	Completed	Community Allied Health and Children's Development Teams in the Top End and Central Australia offer support for children with developmental delay that focuses on screening, identifying, diagnosing and management of neurodevelopmental conditions. Telehealth is available for those unable to attend in person, with local clinics assisting remote appointments.
5.3.3 Support children and young people in the child protection or youth justice systems presenting with developmental delays or suspected disabilities			
Develop thorough care plans, which are implemented and regularly reviewed, with collaboration from all relevant stakeholders. Provide diagnostic assessments and therapeutic interventions, as appropriate, utilising funded services and supports. Develop practice resources and provide ongoing training for child protection practitioners and youth justice staff around early intervention and processes for obtaining services and supports. Continue to provide access to a panel of suitably qualified medical and allied health service, with an increased focus on early intervention and service provision in regional areas.	Department of Children and Families	Completed	The Department has established a contract to engage private therapists to provide diagnostic assessments and therapeutic interventions for children in care. The contract is well utilised, and supporting resources are available to support Child Protection Practitioners. The Holtze Youth Detention Assessment and Treatment Team conduct diagnostic assessments and therapeutic interventions for young people with disability in the youth justice system.

Action	Lead	Status	Final Status Comment
5.3.4 Deliver the Healthy Under 5 Kids Partnering with Families (HU5K-PF) Program¹ The Program provides a universal standardised well child health program for all children in the NT aged 0-5 years. The program includes anthropometric assessment, developmental screening, anticipatory guidance and health promotion education for parents.	NT Health	Completed	NT Health continues to engage families and children through the HU5K-PF program, with the highest engagement observed during the first two years of a child's life. Parents are provided with guidance to support their child's development.
5.3.5 Provide Hearing Screening¹ Provide the Newborn Hearing Screening in the birthing hospitals within the NT.	NT Health	Completed	The NT Newborn Hearing Screening program continues to be delivered within four Territory birthing hospitals. NT Hearing Services provide screening and diagnostic assessments and adhere to National Performance Targets for Newborn Hearing Screening.
5.3.6 Deliver and expand Families as First Teachers (FaFT) program and associated screening¹ Continue implementation of an early learning and family support program for young children and their families in NT remote, regional and town settings, in order to support parents and families to improve their knowledge and understanding of child development and how they can support their children's growth and development. Develop and implement a targeted campaign to encourage preschools and FaFT early learning and family support programs to more actively reflect on their children's needs and engage in early intervention. Implement the Ages and Stages Questionnaire – Talking about Raising Aboriginal Kids (ASQ-TRAK) developmental screening tool for children aged two months to four years across FaFT sites in the NT to inform program delivery according to the needs of individual children.	Department of Education and Training	Completed	The Department continues to support children with disability to access and participate in early learning and family support programs such as the FaFT program, delivered at 34 remote and very remote sites across the Territory. In partnership with families, developmental screening tools used at FaFT locations, identify targeted supports to be included in individual learning plans.
5.3.7 Deliver wrap around support¹ Provide wrap around support to ensure all children with additional needs have the opportunity to engage, grow and achieve in their first years of education.	Department of Education and Training	Completed	The Department continues to strengthen wrap around support through Child and Family Centres and Connected Beginnings programs, integrating health, education and family services. This approach creates a cohesive system that identifies and responds to developmental needs earlier, empowers families, and ensures better outcomes for children before they enter formal schooling.

Action	Lead	Status	Final Status Comment
5.4 Support all services to work together to improve a person's health outcomes			
5.4.1 Improve the health-disability service interface			
In partnership with consumers, expand the range of current pathways to improve the interface between the health and disability sectors in the NT including reviewing roles that connect Territorians with a disability with health services in both urban and remote regions.	NT Health	Completed	The Children's Development Team and Community Allied Health Team continue to provide functional assessments, service navigation, and work closely with Aboriginal Community Controlled Health Organisations, Remote Community Connectors, and the National Disability Insurance Scheme to improve access, address service gaps, and trial access clinics. NT Health also works closely with NDIS Health Liaison Officer's to ensure communication between the hospital and the NDIA is as fast as possible.
5.4.2 Support more accurate reporting to enable targeted service development for Territorians with disability			
Strengthen current patient information system classification of disability conditions to enable needs based planning and service development.	NT Health	Completed	NT Health tailored the Acacia digital patient system to include flagging and identification of disability to ensure improved patient outcomes, and continuity of care, by providing essential clinical information at the point of care.
5.4.3 Training and development across the region			
Continue to support of all employees and health services in the region to have access to the necessary training and development, to support and improve the health of individuals and their respective community.	Victoria Daly Regional Council	Completed	Victoria Daly Regional Council support staff to be inclusive and responsive, offering a comprehensive training program that includes cross-cultural competence, trauma, mental health awareness and risk assessment training. In addition, Council is committed to have inclusive engagement strategies that ensure initiatives and events such as the Pine Creek Gold Rush Festival and Harmony Day celebrations across the region, are accessible and inclusive for people with disability.

Accountability mechanisms

Action	Lead	Status	Final Status Comment
6.1 Implement effective governance mechanisms to drive accountability			
6.1.1 Implement ongoing governance mechanisms			
Establish a process for the Disability Advisory Council to oversee and monitor the implementation of the Strategy and this Action Plan.	Department of People, Sport and Culture	Completed	The Northern Territory Disability Advisory Committee (NTDAC) actively monitored implementation of the NT Disability Strategy and the Action Plan by: - supporting all Northern Territory Government agencies to deliver on their assigned actions with important advice as needed; - attendance of the Chair at quarterly meetings with government agency officials to discuss work being achieved, lessons learned and to provide advice and guidance on implementation of actions to ensure they meet the needs of the disability community in all regions of the Territory. Updates from the Chair and the Department on the progress of the Action Plan were provided to attendees at each meeting.
6.2 Establish transparent implementation and reporting arrangements			
6.2.1 NT Disability actions to be embedded in Agency Plans			
All NT Government agencies will embed their commitments under the Strategy and this Action Plan into agency and business plans.	All NT Government agencies	Completed	NT Government agencies embedded their commitments to support inclusion and accessibility into their business plans and developed agency Disability Action Plans. This initiative is superseded by the Champions of Inclusion program that supports all agencies to build a capable, engaged and diverse workforce to deliver on government priorities and to provide a high-quality service to all Territorians. Further development had been undertaken by agencies to ensure that accessibility and inclusion is at the forefront of all business plans, most noticeably: - The Department of Education “Framework for Inclusion 2019-2029”; and - The Office of the Commissioner for Public Employment “NTPS EmployAbility Strategy 2024-2027”.

Action	Lead	Status	Final Status Comment
6.2.2 Hold quarterly NT Government agency meetings to report on progress Agency representatives will meet quarterly to discuss, monitor and report on the progress of initiatives under the Action Plan.	Department of People, Sport and Culture	Completed	Quarterly meetings were held with representative members of the responsible agencies within the NT Disability Strategy. The Chair of the NT Disability Advisory Committee attends to provide insight into the direction of agencies against their recommended actions and provide guidance and support where required. All agencies share and discuss progress against the actions assigned and how completed actions are communicated to the disability community and general public.
6.2.3 Implement public reporting arrangements Prepare and publish an annual report on the progress of the Strategy.	Department of People, Sport and Culture	Completed	An annual report was published online for each reporting period during the life of the Action Plan 2022-2025.
6.2.4 Invite and encourage non-government stakeholders to contribute Establish a process for local government and non-government stakeholders to register their commitments under the Action Plan, and to report on implementation progress.	Department of People, Sport and Culture	Completed	A NT Disability Strategy and Action Plan Register of Commitments process was established in late 2022 and while there was early interest from a number of local government and non-government stakeholders who registered their commitment to participate, they ultimately withdrew due to resourcing and budgetary constraints. The Office of Disability was also unable to appropriately promote growth of the initiative due to a lack of resourcing.
6.3 Put into place effective monitoring and evaluation measures			
6.3.1 Develop an outcomes framework Identify key indicators and the required data sets to be collected against the five outcome areas in collaboration with key NT Government agencies.	Department of People, Sport and Culture	Delayed	This action experienced a delay and has been rolled over to the Action Plan 2.

Action	Lead	Status	Final Status Comment
6.3.2 Conduct a review of this first Action Plan and develop the second Action Plan Review this first Action Plan in 2024 to assess progress undertaken and experience to date in implementation. Engage with stakeholders, including people with disability, disability service providers, other service providers and the government to identify new actions and amendments for the second action plan. Ensure the second action plan is updated to reflect relevant recommendations of the Disability Royal Commission released in 2023.	Department of People, Sport and Culture	Completed	The Department, in collaboration with the Research and Evaluation unit in the Department of Families and Children undertook a review of the first Action Plan to determine the extent to which actions had been delivered as intended, identify areas of success and lessons learnt, and where possible, identify baseline indicators and data gaps from existing reporting mechanisms for measuring success against outcomes. The review commenced in November 2024 and was completed by January 2025.

¹ The NT Government's actions under the Australia's Disability Strategy 2021-2031, Targeted Action Plans.