



Provider Leadership and Sector Development During Times of Major Reform

Dr Garth Bennie, Chief Executive NZDSN

New Zealand Disability Support Network

- ▶ Peak body for disability providers in New Zealand
- ▶ A network of organisations and individuals
- ▶ A membership organisation
- ▶ Values driven - committed to social change focused on achieving inclusive lives and active citizenship for disabled people
- ▶ Accountabilities are ultimately with what's happening to disabled people/families
- ▶ Not standing in the way of changes that disabled people and families want
- ▶ Leading and influencing change that supports inclusive lives

Some agreement (and rhetoric) about what disability services should provide:

- Quality services that can respond to evolving best practice in a timely way
- A capable and professional workforce
- Person directed supports and services that achieve ordinary life outcomes
- Services that provide good value for money in terms of government funding
- Services informed by the UN Convention; the NZ Disability Strategy, Disability Action plan and the Treaty of Waitangi
- Enabling Good Lives Principles - a touchstone to guide transformation

Enabling Good Lives Principles

- Self Determination
- Beginning early
- Person centred
- Ordinary life outcomes
- Mainstream first
- Mana enhancing
- Easy to use
- Relationship building

The Role of Peak Bodies: Challenging *and* Building Consensus

- ▶ Pointing out the gaps between the rhetoric *and* reality - for both government and providers
- ▶ Asking searching questions - about provider quality and direction
- ▶ Asking searching questions - about the quality and implementation of government policy and pointing out unintended consequences
- ▶ Providing evidence and data about what's really happening - for both providers and disabled people
- ▶ Participating in working parties/reference groups providing advice on policy development and service design (about 15 at any one time)
- ▶ Encouraging Government to move from trials, pilots and evaluations to actual (staged) implementation of a transformed system

Challenging government and ourselves

We do not operate in a benign policy environment

- ▶ growing our ability to distinguish between policies and legislation that have genuinely transformative potential and those that will simply maintain the status quo for disabled people.
- ▶ Spotting the difference between initiatives that appear to be transformative, but may harbour unintended consequences that do not serve the interests of disabled people or those providing supports/services.
- ▶ Our understanding of inclusion and the implementation of Enabling Good Lives (in New Zealand) needs to speak to those broader social and economic changes we would like to see - ones that move beyond assimilation to address matters of inequality, direct access to the mainstream, as well as the citizenship and human rights of disabled people.

Provider Development Priorities in the context of Reform/Transformation

- ▶ Building consensus about the need for reform through national conversations
- ▶ Ensuring provider exposure to new innovations/next practice
- ▶ Understanding being person directed as the transfer of power/control
- ▶ Strengthening governance and leadership capability
- ▶ Highlighting the need for commissioning and pricing to include margins that enable provider investment in professional development, new infrastructure and transformation/innovation. (“Not for Profit” and “profit margins” are not mutually exclusive in this context).
- ▶ Emphasising the need for a single government entity to provide political, fiscal and policy leadership for the disability support/service system

Priority Activities (Continued)

- ▶ Addressing (in the New Zealand context) the need for fairer remuneration and a national qualifications framework supported by the sector
- ▶ Finding a balanced approach to the need for a more flexible workforce, but also one that provides certainty and career prospects
- ▶ Advocating for appropriate levels of investment in DPO's to support the level of participation required in co-design approaches to policy and system change
- ▶ Growing the proportion of the workforce with lived experience of disability, particularly in leadership and development roles
- ▶ Arguing for a transformed system where disabled people and families are able to access flexible, personalised budgets from nationally pooled funding - and at a level that fosters pricing arrangements so that providers can respond with certainty, confidence and innovation

www.nzdsn.org.nz

www.enablinggoodlives.co.nz