

41036 Recognise the lived experience and support considerations of people with physical disabilities

Kaupae Level	3
Whiwhinga Credit	5
Whāinga Purpose	<p>This skill standard is intended for learners working in or entering a disability support setting.</p> <p>Learners will recognise physical disability using inclusive and strengths-based terminology, recognise how physical disabilities may shape a person's lived experience, and identify person-centred, mana-enhancing strategies that support wellbeing, inclusion, access, and independence.</p> <p>This skill standard aligns with the New Zealand Certificate in Disability Support (Level 3) [Ref: 5561].</p>

Hua o te ako me Paearu aromatawai | Learning outcomes and assessment criteria

Hua o te ako Learning outcomes	Paearu aromatawai Assessment criteria
1. Recognise physical disabilities and their impact on a person's lived experience.	a. Define physical disability using inclusive, strengths-based, and current terminology.
	b. Identify how physical disabilities can present and conditions that may co-occur.
	c. Recognise how physical disability may impact a person's lived experience.
2. Identify person-centred strategies to support the wellbeing, inclusion and independence of a person with physical disability.	a. Identify person-centred, mana-enhancing, and culturally responsive approaches to support a person's holistic needs.
	b. Recognise support strategies that enhance access, independence, social inclusion, and personal wellbeing.
	c. Identify relevant services, supports, relationships, and community connections that enhance a person's wellbeing and inclusion.

Pārongo aromatawai me te taumata paearu | Assessment information and grade criteria**Assessment specifications:**

For assessment purposes evidence provided for the assessment of this skill standard must be gathered:

- in a disability support setting.
- in accordance with workplace or organisational policies and procedures.

Definitions:

Disability support setting – any environment where a disabled person receives support to meet their needs and goals. This may include, but is not limited to, residential support, home-based support, day services or centre-based support, community-based services, education support, or through individualised funding models that enable the person to direct their own support.

Lived experience – the first-hand knowledge and understanding a person has gained from living with a disability, including the impact on their daily life, participation, wellbeing, and interactions with society and community.

Mana – a Māori concept that refers to a person's inherent dignity, authority, and spiritual power. Mana comes from whakapapa (genealogy), personal integrity, and how a person is treated by others. In disability support, upholding a person's mana means recognising their value, supporting their autonomy, and promoting respect in all interactions.

Organisational policies and procedures – are the policies, procedures and methodologies of organisation. They include legislative and regulatory requirements which may apply across an organisation, a specific site, or a workplace. Requirements are documented in organisational health and safety plans, contract work programmes, quality assurance programmes, policies and procedural documents.

Person – depending on the context, other terms that may be used include disabled person, tāngata whaikaha, tāngata whai ora, client, consumer, resident, patient, tūrora, or individual. Wherever possible, terminology should reflect the person's identity, preferences, and the principles of the social model of disability.

Physical disability – refers to a long-term or permanent physical impairment that may affect a person's movement, coordination, strength, or mobility. Physical disabilities can be present from birth or acquired later in life and may be visible or invisible. They may impact how a person interacts with their environment, but do not define their potential, identity, or worth. In Aotearoa New Zealand, physical disability is understood through a social and rights-based lens. This means recognising that the barriers a physically disabled person faces are created not by their body, but by inaccessible environments, systems, and attitudes.

Support – should aim to maximise a person's independence by utilising existing strengths and appropriate resources; but may include providing assistance to enable a person's health and wellbeing needs to be met.

Ngā momo whiwhinga | Grades available

Achieved.

Ihirangi waitohu | Indicative content**Physical disability:**

- Definitions of physical disability, inclusive and strengths-based terminology.
- Common causes and types of physical disabilities (for example, cerebral palsy, spinal cord injury, muscular dystrophy, arthritis, limb difference).

- Diversity of experience:
 - congenital versus acquired disabilities
 - fluctuating conditions
 - visible/hidden disabilities.
- The impact of physical disability on:
 - mobility and physical access
 - communication (e.g. speech, Augmentative and Alternative Communication (AAC) use)
 - participation in education, work, recreation, and community
 - personal care
 - interpersonal relationships
 - decision-making
 - independence and interdependence.
- Co-occurring conditions or support needs, including mental health, neurodivergence, or additional physical, sensory, or cognitive needs, and their impact on a person's mobility, participation, and support needs.

Person-centred support considerations:

- Principles of rights-based and person-centred support.
- Holistic needs: physical, cultural, emotional, social, and spiritual.
- Supporting identity, communication preferences, and autonomy.
- Enabling Good Lives.
- Common adaptations and supports, such as:
 - assistive equipment (for example. wheelchairs, hoists, mobility aids)
 - environmental modifications (for example, ramps, accessible bathrooms)
 - support roles (for example. Personal Care Assistants, Physiotherapists, Occupational Therapists).
- Strategies that uphold dignity, independence and privacy, (for example, supported decision-making).
- Risk and safety – informed choice and dignity of risk while enabling participation.
- Tāngata whaikaha perspectives and cultural approaches to disability.
- The role of whānau in the lives of disabled people.
 - whānau as partners in support.
 - recognising and supporting whānau alongside the person.
- A person's support needs may be shaped by intersectional identities, such as being Māori, Pacific, LGBTQIA+, or part of a faith, cultural or neurodivergent community.
- Inclusive and mana-enhancing communication:
 - cultural responsiveness
 - plain language
 - visual aids
 - supported communication
 - communication choices and accessibility preferences.

Access, inclusion, and wellbeing:

- Social and physical barriers to access (for example, inaccessible environments, ableist attitudes, policy/system gaps, systemic exclusion).
- Impacts of exclusion on mental health, confidence, and sense of belonging.
- Role of social networks and peer support in wellbeing and for disabled people and whānau.
- The importance of community participation, whānau involvement, and trusted relationships.
- Rights, legislation, and protections:
 - Code of Health and Disability Services Consumers' Rights
 - Human Rights Act
 - New Zealand Disability Strategy 2026–2030
 - Ngā Paerewa Health and Disability Services Standard (NZS 8134:2021)
 - Te Tiriti o Waitangi
 - United Nations Convention on the Rights of Persons with Disabilities (UNCRPD).
- Services and supports available in Aotearoa New Zealand:
 - Disability Support Services (DSS)
 - Needs Assessment Services Co-ordination (NASC) organisations
 - disability information and advice services
 - peer-led organisations (for example, CCS Disability Action, Workbridge)
 - equipment and modification services
 - mobility funding schemes
 - Accident Compensation Corporation (ACC) (if relevant)
 - legal services.

Rauemi | Resources**Recommended resources:**

- Enabling Good Lives. *Enabling Good Lives*. <https://www.enablinggoodlives.co.nz/>. Retrieved July 25, 2025.
- Health and Disability Commissioner (Code of Health and Disability Services Consumers' Rights) Regulations 1996. (1996). *New Zealand Legislation*. <https://www.legislation.govt.nz/regulation/public/1996/0078/latest/whole.html> Retrieved July 25, 2025.
- Ministry of Health. (2016). *New Zealand Disability Strategy 2026–2030*. <https://www.whaikaha.govt.nz/about-us/our-work/new-zealand-disability-strategy-2026-2030f>. Retrieved November 5, 2025.
- New Zealand Government. (1990). *New Zealand Bill of Rights Act 1990*. <https://www.legislation.govt.nz/act/public/1990/0109/latest/whole.html>. Retrieved July 25, 2025.
- New Zealand Government. (1993). *Human Rights Act 1993*. <https://www.legislation.govt.nz/act/public/1993/0082/latest/whole.html>. Retrieved July 25, 2025.
- New Zealand Government. (2001). *Health and Disability Services (Safety) Act 2001*. <https://www.legislation.govt.nz/act/public/2001/0093/latest/DLM119975.html>. Retrieved July 25, 2025.

- New Zealand Ministry of Justice. *Convention on The Rights of Persons with Disabilities (CRPD)*. <https://www.justice.govt.nz/justice-sector-policy/constitutional-issues-and-human-rights/human-rights/international-human-rights/crpd/>. Retrieved July 25, 2025.
- Standards New Zealand. (2021). *Ngā Paerewa Health and Disability Services Standard (NZS 8134:2021)*. <https://www.standards.govt.nz/shop/nzs-81342021>. Retrieved July 25, 2025.
- Waitangi Tribunal. (n.d.). *Māori and English versions of the Treaty*. Retrieved May 28, 2025, from <https://www.waitangitribunal.govt.nz/en/about/the-treaty/maori-and-english-versions>. Retrieved July 25, 2025.
- Whaikaha – Ministry of Disabled People. (2025, January 9). *Whaimana – Support My Decisions*. <https://www.supportmydecisions.nz/>.

Pārongo Whakaū Kounga | Quality assurance information

Ngā rōpū whakatau-paerewa Standard Setting Body	Toitū te Waiora Community, Health, Education, and Social Services Workforce Development Council
Whakaritenga Rārangi Paetae Aromatawai DASS classification	Community and Social Services > Health, Disability, and Aged Support > Supporting People with Disabilities
Ko te tohutoro ki ngā Whakaritenga i te Whakamanatanga me te Whakaōritenga CMR	0024

Hātepe Process	Putanga Version	Rā whakaputa Review Date	Rā whakamutunga mō te aromatawai Last date for assessment
Rēhitatanga Registration	1	18 December 2025	N/A
Kōrero whakakapinga Replacement information	N/A		
Rā arotake Planned review date	31 December 2030		

Please contact Toitū te Waiora Community, Health, Education, and Social Services Workforce Development Council at qualifications@toitutewaiora.nz to suggest changes to the content of this skill standard.