



OCPSE Disability Access and Inclusion Plan 2026 – 2030

Including the OCPSE Autism Strategy Action Plan 2025–2029

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Government of South Australia
Office of the Commissioner
for Public Sector Employment

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Message from the Commissioner

I am pleased to present the Office of the Commissioner for Public Sector Employment's (OCPSE) Disability Access and Inclusion Plan (DAIP) 2026 – 2030 and first OCPSE Autism Strategy Action Plan. These plans set our direction for the next four years, reinforcing our commitment to a workplace where inclusion is embedded in our everyday work.

In line with [our strategic plan](#), our office is committed to building an inclusive and safe public sector for all OCPSE employees. We remain committed to fostering a workplace culture that is accessible, inclusive and respectful, and where all staff feel safe, valued and empowered to contribute. As a central agency, OCPSE is positioned to lead by example, demonstrating what it means to be an employer of choice.

As stewards of public sector employment, we have a responsibility to remove barriers to inclusion, building sector-wide capability and create environments that enable all people to thrive. This responsibility is reflected in the actions outlined in our [DAIP and Autism Strategy Action Plan](#).

While progress has been made, there is more to do. Our DAIP reflects a renewed focus on practical action, improving accessibility, and strengthening inclusive leadership practices in OCPSE.

Our DAIP has been shaped through consultation and engagement with OCPSE employees, ensuring that the voices and lived experiences of people with disability inform our approach. It recognises that disability access and inclusion is an ongoing responsibility for everyone.

I am proud to reaffirm my office's commitment to improving outcomes for Autistic people and people with disability. By modelling inclusion within OCPSE and championing this across the sector, we support a workforce that delivers essential services to the community we serve.

I look forward to continuing this work together and to the positive impact it will have on OCPSE employees, our workplaces and the South Australian public sector.

Erma Ranieri PSM

Commissioner for Public Sector Employment

Acknowledgement of Country

The Office of the Commissioner for Public Sector Employment acknowledges and respects Aboriginal people as the state's first people and recognises their ongoing connection to country. We acknowledge that the spiritual, social, cultural, and economic practices of Aboriginal people come from their traditional lands and waters, and that their cultural and heritage beliefs, languages and laws are still of importance today.

Diversity, equity and inclusion statement

In the South Australian public sector, our vision for a diverse, equitable and inclusive workforce extends beyond words on a page. As one of the state's most diverse workforces, it's who we are and what we believe in. It's where you belong, your uniqueness is valued, you feel safe, and your voice is heard. To find out more about how we're creating a workforce for all South Australians, visit publicsector.sa.gov.au

About us

The Office of the Commissioner for Public Sector Employment (OCPSE) works collaboratively to develop an innovative, responsive and inclusive public sector that benefits all South Australians.

OCPSE brings together a number of central functions including:

- the statutory responsibilities of the Commissioner for Public Sector Employment
- reform and renewal
- leadership development
- HR policy development and advice
- workforce data analysis and strategy development
- salary sacrifice
- work, health, safety and workers' compensation, and
- performance and policy.

OCPSE remains committed to diversity and inclusion through whole-of-government initiatives that promote the employment, development and retention of people living with disability.

Our vision

OCPSE is committed to being steadfast in building a capable, confident and future-ready public sector that delivers lasting value to the community. For more information on our strategic plan visit: <https://www.publicsector.sa.gov.au/about/our-strategic-direction>

Our workplace

As of 30 June 2025, OCPSE had 50 staff members (46 FTE), with women comprising 64 per cent of the workforce and men 36 per cent.

Workforce data indicated that 4 per cent of OCPSE employees shared they had a disability. By comparison, 8.93 per cent of OCPSE respondents to the anonymous 2024 People Matter Employee Survey (PMES) reported having a disability. The higher proportion reported through the PMES may reflect a range of factors, including that staff may feel more comfortable sharing their disability through an anonymous setting, as well as challenges associated with workforce payroll systems, including system usability and disability reporting categories.

The [South Australian Public Sector's Diversity, Equity and Inclusion Strategy 2023-2026](#) introduced a minimum disability employment target of 3 per cent across the public sector by December 2026. PMES data on disability employment is encouraging and reflects positive progress. However, a target is one measure only, and we will continue building a workplace where more people feel safe, supported and able to be themselves, including feeling comfortable to share if they have a disability.

Strategic context

The OCPSE DAIP sits within a strong legislative and policy framework that reflects South Australia's commitment to the rights, inclusion and participation of people with disability in the workforce.

The [Disability Inclusion Act 2018 \(SA\)](#) provides the legal foundation for improving access and inclusion and requires the development of a State Disability Inclusion Plan and Disability Access and Inclusion Plans (DAIPs) by state authorities.

The [State Disability Inclusion Plan 2025–2029](#) sets the whole-of-government direction and priorities to remove attitudinal, environmental and systemic barriers across five domains, including inclusive environments and communities, education and employment, personal and community support, health and wellbeing, and safety, rights and justice.

These state commitments align with [Australia's Disability Strategy 2021–2031](#), which provides a national framework for coordinated action across governments and sectors to improve outcomes for people with disability, including in employment.

Collectively, these frameworks support Australia's obligations under the [United Nations Convention on the Rights of Persons with Disabilities](#), which affirms the right of people with disability to full and effective participation in society on an equal basis with others.

Disability defined

Disability is diverse and experienced by people of all ages, backgrounds and cultures. It can include physical, sensory, cognitive, intellectual, psychosocial and invisible disabilities.

The *Disability Inclusion Act 2018 (SA)* defines disability as:

In relation to a person, includes long-term physical, psycho-social, intellectual, cognitive, neurological or sensory impairment, or a combination of any of these impairments, which in interaction with various barriers may hinder the person's full and effective participation in society on an equal basis with others.

This DAIP uses the definition of disability outlined in the *State Disability Inclusion Plan 2025–2029* which is based on the social and rights-based models of disability. The social model of disability recognises that disability is not caused by an individual's impairment that needs to be 'treated' or 'fixed' to fit into society. Rather, people are disabled by the physical, attitudinal, communication and systemic barriers in society; not by their own physical or psychosocial impairments.

The human rights model of disability recognises people with disability as citizens of society who have equal rights and access to all aspects of community and economic life. Removing these barriers is essential to creating a more inclusive and equitable community, one where people with disability have the same opportunities to participate and contribute as everyone else.

We recognise that disability is experienced and expressed differently across communities and priority groups. For priority groups, inclusion barriers are often layered and complex, so our strategies must be inclusive, culturally respectful, and responsive to these diverse experiences.

Disability Access and Inclusion Plan development

This DAIP builds on the foundations of our first plan, published in 2020.

In November 2025, an internal staff survey was conducted to help identify priority areas for the DAIP and [OCPSE's first Autism Strategy Action Plan \(Appendix A\)](#). More than 50 per cent of employees responded to the survey, with 20 per cent of respondents identifying as having a disability.

The survey findings highlighted a workplace with a strong foundation of inclusion, underpinned by positive culture, leadership support and commitment to flexible work practices. Most employees reported feeling included, however, experiences of support were not consistent, particularly for neurodivergent staff and/or staff with a disability. Survey feedback was used to inform the actions outlined in this Plan and the OCPSE Autism Strategy Action Plan 2026-2029 (Appendix A).

Relationship to other policies, strategies, frameworks

This plan aligns to [OCPSE's strategic direction](#), our strategic goals and will be delivered in line with the [South Australian Public Sector Values](#).

Other related documents that support and inform this DAIP include:

- State Disability Inclusion Plan 2025-2029
- SA Autism Strategy 2024-2029
- SA Autism Strategy Action Plan 2025-2029
- South Australian Autism Inclusion Charter
- SA Public Sector Diversity, Equity and Inclusion Strategy 2023-2026
- Royal Commission Into Violence, Abuse, Neglect and Exploitation of People with Disability
- United Nations Convention on the Rights of Persons with Disabilities

- *Equal Opportunity Act 1984 (SA)*
- *Disability Discrimination Act 1992 (Cth)*

Achievements

Since our last DAIP, many positive steps have been taken to strengthen disability inclusion and employment across OCPSE and more broadly across the South Australian public sector.

These achievements reflect ongoing effort to improve the experience of staff with disability and build a more inclusive and accessible workplace, while recognising that meaningful change takes time and continued work is needed.

The examples below highlight key achievements and initiatives delivered since the last plan:

- Coordination of the South Australian public sector Disability, Diversity and Inclusion Community of Practice which includes more than 140 employees from across the sector to share knowledge, collaborate and exchange information on disability employment and inclusion.
- Annually, OCPSE collects workforce data and publishes the [State of the Sector](#) and [Workforce Information report](#), which includes information on disability employment and neurodiversity, supporting a more transparent understanding of disability and neurodiversity inclusion progress and challenges across the public sector.
- During 2025, OCPSE undertook a content inventory of the OCPSE website. This included identifying accessibility compliance gaps. An OCPSE Web Style Guide and checklist were developed to upskill staff and provide guidance on developing accessible web content and this work will continue.
- In 2025, in response to employee feedback, OCPSE established a quiet room. A shared space providing a low stimulation environment, to support employees' wellbeing, mental health and accessibility needs.
- OCPSE employees are regularly encouraged to participate in training including Autism Awareness and Understanding Training and Disability Awareness Training.
- OCPSE promotes significant days including International Day of People with Disability.
- OCPSE hosted two interns through the Multicultural Communities Council of SA *Building Employer Confidence and Inclusion in Disability* 12-week paid internship program.

Disability Access and Inclusion Plan Actions

The [State Disability Inclusion Plan 2025–2029](#) outlines five key domains that guide inclusive policy and service delivery:

1. Inclusive environments and communities
2. Education and employment
3. Personal and community support
4. Health and wellbeing
5. Safety, rights and justice.

OCPSE’s DAIP aligns with the State Plan and sets out clear, practical actions to strengthen accessibility, inclusion, and participation across our work. While recognising the importance of all five domains, our actions are grouped under the following State Plan domains and priority areas as they are most closely aligned with our office’s functions, responsibilities and areas of work:

Domain	Priority Area
1. Inclusive environments and communities	Priority Area 1: Active participation Priority Area 2: Inclusive communities and attitudes Priority Area 3: Universal design Priority Area 5: Communications and information Priority Area 7: Collaboration, consultation and innovation
2. Education and employment	Priority Area 3: Targeted transitional supports Priority Area 4: Access to employment opportunities Priority Area 5: Inclusive working environments Priority Area 6: Data and reporting

3. Personal and community support	Priority Area 1: Accessibility Priority Area 3: Information sharing Priority Area 5: Programs
5. Safety, rights and justice	Priority Area 2: Responding to emergencies

Domain 1: Inclusive environments and communities

Outcome: A South Australia where all people with disability can participate as equal citizens and feel connected to their communities

Objective: To influence community attitudes to remove discrimination and build a South Australian community that values difference and respects the contributions people with disability make to our communities. This includes ensuring the community itself is fully accessible.

Priority areas for Domain 1

- | | | | |
|---|-------------------------------------|---|--|
| 1 | Active participation | 5 | Communications and information |
| 2 | Inclusive communities and attitudes | 6 | Transportation |
| 3 | Universal design | 7 | Collaboration, consultation and innovation |
| 4 | Accessible facilities | 8 | Housing |

Priority Area 1: Active participation

Outcome: People with disability are active participants in accessible and inclusive communities.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
1.1.1	Ensure all OCPSE-led events for 50 or more people implement best practice event management principles.	1.1.2	The number of inclusive and accessible events, both internal and external, with 50 or more people that follow best practice event management principles. For example, the Accessible and Inclusive Community Events Toolkit.	Ongoing	Team leading the event Data source: Event evaluation surveys (including pre and post event evaluation surveys where possible)

Priority Area 2: Inclusive communities and attitudes

Outcome: People with disability are respected and included in their communities, where inclusive attitudes and behaviours and widely demonstrated.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
1.2.1	Promote and support OCPSE employees to participate in disability awareness training by ensuring access to relevant programs and actively encouraging attendance.	1.2.1	<p>The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including:</p> <p>The number of employees and volunteers participating in disability awareness training, including Universal design.</p> <p>Evidence of improved knowledge and capability following training, measured through participant feedback.</p>	Ongoing	<p>OCPSE People Managers</p> <p>Data source: Operational records</p> <p>Training evaluation surveys</p>

1.2.2	Promote disability inclusion through external channels, including LinkedIn and the South Australian Public Sector Disability, Diversity and Inclusion Community of Practice, by regularly sharing inclusive content, initiatives, and information.		<p>The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including:</p> <ul style="list-style-type: none"> • The number of workplace initiatives promoting disability inclusion. • The number of engagements with disability inclusion content (e.g. LinkedIn, Community of Practice). 	Ongoing	<p>Diversity and Inclusion team</p> <p>Strategic Communications team</p> <p>Data source: Operational records</p>
1.2.3	Ensure relevant actions are aligned to and in support of Closing the Gap targets.	1.2.3	The number of actions embedded in our DAIP working towards Closing the Gap targets.	Ongoing	<p>Diversity, Inclusion and Aboriginal Workforce Governance Group</p> <p>Data source:</p>

					Operational records
1.2.4	Promote and celebrate disability diversity with OCPSE employees through events and initiatives, including commemorating key dates such as the International Day of People with Disabilities.		Number of activities held to promote and celebrate disability diversity.	Ongoing	Wellbeing and Engagement Committee Data source: Operational records

Priority Area 3: Universal design

Outcome: Everyone in South Australia can access and enjoy inclusive and accessible natural and built environments.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
1.3.1	Seek OCPSE employee feedback on office building accessibility and implement improvements where feasible.	1.3.2	<p>Number of workplace accessibility requests received from employees in OCPSE workspaces.</p> <p>Number of workplace accessibility improvements implemented in response to OCPSE staff requests.</p> <p>Number of new developments that incorporate universal design principles.</p>	Ongoing	<p>Diversity and Inclusion team</p> <p>Corporate Services</p> <p>Data source: Operational records</p>
1.3.2	Establish simple and accessible ways for employees to raise feedback about building accessibility.		Feedback mechanisms are implemented and employees are informed about how to provide	2027	Diversity and Inclusion team

			feedback on building accessibility through multiple accessible channels.		Corporate services Data source: Operational records
1.3.3	Increase awareness of universal and inclusive design approaches, promoting that accessibility improvements for people with disability often improve access and usability for everyone.		Employee awareness of universal and inclusive design approaches is increased through guidance, communication or learning opportunities.	Ongoing	Diversity and Inclusion team Data source: Operational records OCPSE Teams Channel

Priority Area 5: Communications and information

Outcome: People with disability can find the information they need in the format(s) they need it in.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
1.5.1	Improve accessibility across OCPSE communications by: <ul style="list-style-type: none"> • Enhancing the accessibility of content presented on the OCPSE website and intranet • Progressively improving the accessibility of new and existing OCPSE documents, prioritising high-use and high-impact materials Providing tools, guidance and resources to support employees to develop accessible documents 	1.5.1	<p>The number of resources or materials that have been developed in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard or above, Auslan translations, Plain English and Easy Read documents.</p> <p>The number of new OCPSE resources that have been developed in accessible formats (e.g. webpages, policies, guidelines).</p>	Ongoing	<p>OCPSE People Managers with support from the Strategic Communications team</p> <p>Data source: Operational records</p>

<p>1.5.2</p>	<p>Support timely access to appropriate OCPSE communication supports (including Auslan, assistive listening devices, and alternative communication methods) when required.</p>	<p>1.5.2</p>	<p>The number of Auslan, assistive listening devices, and augmentative and alternative communication services provided to meet support needs, including at emergency presentations. For example, during hospital emergencies, crisis services, bushfires, or floods, where timely communication support is essential.</p>	<p>Ongoing</p>	<p>Strategic Communications team</p> <p>Data source: Operational records</p>
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Priority Area 7: Collaboration, consultation and innovation

Outcome: People with disability are actively involved in government decisions that affect their lives.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
1.7.1	Ensure that OCPSE-developed policies and programs with sector-wide impact incorporate consultation processes that meaningfully include perspectives from employees with disability and Aboriginal employees.	1.7.1	The number of public sector wide consultations that included and sought input from people with disability, including engagement with Aboriginal Community Controlled Organisations (ACCOs).	Ongoing	Team leading the development of the policy or program Data source: Operational records

Domain 2: Education and employment

Outcome statement: A South Australia where all people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security

Objective: To ensure equal opportunity to learning and earning is achieved by addressing the barriers and obstacles people with disability of all ages continue to face at all levels of the education and employment experience.

Priority Areas for Domain 2

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|---|--|---|------------------------------------|
| 1 | Targeted knowledge, understanding and support | 4 | Access to employment opportunities |
| 2 | Supports and resources for children and young people | 5 | Inclusive working environments |
| 3 | Targeted transitional supports | 6 | Data and reporting |

Priority Area 3: Targeted transitional supports

Outcome: People with disability have supportive environments to learn, grow, and transition throughout their life.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
2.3.1	Scope the development of an Aboriginal Traineeship Program with Tauondi Aboriginal Community College that embeds inclusive practices to support participation and success for trainees with disability.		<p>Completion of scoping for the Aboriginal Traineeship Program.</p> <p>Number of trainees with disability participating in the Aboriginal Traineeship Program.</p> <p>Evidence of embedded inclusive practices within the Aboriginal Traineeship Program</p>	2026-2029	<p>Aboriginal Workforce Partnerships team</p> <p>Data source: Operational records</p>

Priority Area 4: Access to employment opportunities

Outcome: People with disability have opportunities to achieve, develop and succeed in their chosen fields.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
2.4.1	Collect workforce data from all South Australian public sector agencies on the number of public sector staff with disability, including those in executive roles.	2.4.1	The number and proportion of public sector employees with disability, including those in executive roles.	Annually	Workforce Business Intelligence team Data source: Workforce Information Collection (WIC) Manual Workforce Information Collection (MWIC)

2.4.2	Coordinate the voluntary and confidential People Matter Employee Survey (PMES) in collaboration with all South Australian public sector agencies and collect and publish data on public sector employees with caring responsibilities, including those in executive roles.	2.4.2	The number and proportion of public sector employees who self-reported that they have caring responsibilities, including those in executive roles.	Ongoing	Workforce Business Intelligence team Data source: People Matter Employee Survey
2.4.3	Continuously review and strengthen inclusion and accessibility for public sector employees with disability participating in South Australian Leadership Academy programs.		Ongoing evaluation of training accessibility through attendee feedback.	Ongoing	South Australian Leadership Academy Data source: Training evaluation surveys
2.4.4	Enhance inclusive recruitment and onboarding processes in OCPSE by embedding accessible practices, improving guidance for managers,	2.4.3	The number of organisational changes adopted to improve inclusive recruitment for people with disability.	Ongoing	Corporate services Data source:

	and supporting consistent implementation across the workplace.		For example, tailoring roles to fit individuals and employer incentives.		Operational records
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Priority Area 5: Inclusive working environments

Outcome: People with disability have access to supportive places to earn.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
2.5.1	Evaluate the outcomes of the South Australian Public Sector Diversity, Equity and Inclusion Strategy 2023 - 2026.	2.5.1	<p>Completion of evaluation of the SA Public Sector Diversity, Equity and Inclusion Strategy 2023 - 2026 outcomes.</p> <p>The number of OCPSE workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment.</p>	2026-2027	<p>Diversity and Inclusion team</p> <p>Data source: Operational records</p>
2.5.2	Update the South Australian Public Sector Disability Employment Toolkit which outlines how agencies can create inclusive workplaces.		Updated South Australian public sector disability employment resources.	2026	Diversity and Inclusion team

					<p>Integrity, Employment and Advice team</p> <p>Data source: Operational records</p>
2.5.3	OCPSE employees apply the SMART Work Design model to support designing meaningful, motivating work and foster inclusive team environments for everyone, including employees with disability.		<p>Adoption of SMART Work Design model in team discussions and job design practices.</p> <p>Employee feedback on inclusivity and job design.</p>	Ongoing	<p>OCPSE People Managers with support from the Healthy and Safe Workplaces team</p> <p>Data source: Staff survey</p>
2.5.4	Build OCPSE employees' knowledge on available accessibility supports and reasonable workplace adjustments by promoting information through the intranet, manager		Increased awareness of accessibility and reasonable adjustment information via intranet, manager resources, and internal communications.	Ongoing	<p>Corporate services</p> <p>Strategic Communications team</p>

	resources, and internal communications.				Data source: Operational records
2.5.5	In line with recommendation 7.21 of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability scope the development of consistent adjustment principles and adjustment passports.		Completion of scoping and development of consistent adjustment principles and adjustment passport framework	2027	Diversity and Inclusion team Data source: Disability Royal Commission reporting

Priority Area 6: Data and reporting

Outcome: People with disability benefit from state authorities working to improve disability data at both state and national levels.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
2.6.1	Review existing data collection and reporting systems to improve the quality, and consistency of disability data.	2.6.2	Development and implementation of data collection and reporting systems.	Ongoing	Workforce Business Intelligence team Data source: Public Sector Employment Review (PSER) tool Agency Information Collection (AIC)

					Workforce Information Collection (WIC) People Matter Employee Survey
2.6.2	Publish South Australian public sector disability data through OCPSE annual reporting to enable continuous improvement of policies, programs, and practices across the sector.		Timeliness and frequency of disability data publication.	By October each year	Workforce Business Intelligence team Data source: Public Sector Employment Review (PSER) tool Agency Information Collection (AIC)

					Workforce Information Collection (WIC) People Matter Employee Survey
2.6.3	Produce targeted reporting on South Australian public sector disability employment and inclusion themes identified through feedback and data from People Matter Employee Survey (PMES) to inform evidence-based decision making.		Report on disability employment and inclusion informed by People Matter Employee Survey findings	2027	OCPSE Data source: PMES
2.6.4	In line with recommendations 7.18 and 7.19 of the Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability scope the establishment of specific and disaggregated targets for:		Completion of scoping work.	2027	Diversity and Inclusion team Data source: Disability Royal Commission reporting

	<ul style="list-style-type: none"> • disability employment in the public sector (Recommendation 7.18), and • new public service hires in agencies and departments (7.19) 				
2.6.5	Streamline the process for OCPSE employees sharing their disability information on HR21.		Alignment between data on disability in HR21 and anonymous employee survey results.	Ongoing	Diversity and Inclusion team Corporate services team Data source: Staff survey and HR21 data

Domain 3: Personal and community support

Outcome: A South Australia where people with disability can access quality, tailored personal and community supports addressing their individual needs

Objective: To build a service system in South Australia that takes a person-centred approach that recognises the contributions and potential of all people with disability.

Priority Areas for Domain 3

- 1 Accessibility
- 2 Advocacy and supports
- 3 Information sharing
- 4 Family and carer support
- 5 Programs

Priority Area 1: Accessibility

Outcome: People with disability can easily access community supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
3.1.1	Promote available community supports and services for employees with disability.	3.1.1	The number of initiatives and improvements made to connect people with disability to community supports and services wherever they present. For example, referral hubs, mobile outreach, online information platforms, frontline worker training, and partnerships with disability service providers and community organisations.	Ongoing	Diversity and Inclusion team Data source: Operational records

Priority Area 3: Information sharing

Outcome: People with disability receive more coordinated and effective support when services work together and share information.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
3.3.1	Contribute to inter-agency meetings and initiatives to support implementation of the State Plan and DAIP.	3.3.1	The number of inter-agency meetings and initiatives to support the implementation of the State Plan and DAIP.	Ongoing	Diversity and Inclusion team Data source: Operational records
3.3.2	Facilitate the sharing of learnings, updates, and best practice with the South Australian Public Sector Disability, Diversity and Inclusion Community of Practice to support continuous improvement and		Opportunities to share best practice shared through the Disability, Diversity and Inclusion Community of Practice.	Ongoing	Diversity and Inclusion team Data source: Operational records

implementation of the State Plan and DAIP.					
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Priority Area 5: Programs

Outcome: Government-funded programs and services include disability-specific provisions to enable full and equal participation.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
3.5.1	Explore opportunities to provide South Australian public sector leadership training scholarships to enhance disability inclusion, subject to available budget.	3.5.1	<p>The number of grants and funding amount distributed to enhance disability inclusion.</p> <p>Facilitate up to two rounds of the Diversity and Inclusion Program Leadership Scholarships to South Australian Leadership Academy programs.</p>	Ongoing	<p>South Australian Leadership Academy</p> <p>Data source: Operational records</p>

Domain 5: Safety, rights and justice

Outcome statement: A South Australia where all people with disability feel safe, have their rights upheld and have full and equal protection before the law

Objective: To improve the safety and overall experience of people with disability coming into contact with our emergency services, criminal justice and civil law systems.

Priority Areas for Domain 5

- 1 Targeted knowledge, understanding and support
- 2 Responding to emergencies
- 3 Support and navigating the justice system
- 4 Consultation and collaboration
- 5 Safeguarding

Priority Area 2: Responding to emergencies

Outcome: People with disability are kept safe during emergencies, with their needs planned for and prioritised.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility and data source
5.2.1	Build OCPSE manager capability to understand and apply Personal Emergency Evacuation Plan (PEEP) procedures, ensuring PEEPs are in place for employees requiring evacuation support.	5.2.1	The number of emergency response resources and systems developed to support employees with disability. Proportion of managers receiving regular PEEP information and guidance.	Ongoing	Chief Warden Data source: Operational records

DAIP implementation

The OCPSE DAIP will be released through internal communications to all employees and be made available on OCPSE's intranet site and website.

The implementation of this DAIP will be overseen by the Diversity and Inclusion team within OCPSE with actions allocated to the responsible business units, relying on existing internal governance structures for implementation and reported to executive on a regular basis.

Acknowledgments

OCPSE would like to acknowledge the following for their contribution to this DAIP:

- The Department for Human Services for the consultation undertaken to inform the domains, priority areas and measures that underpin OCPSE's DAIP.
- OCPSE employees for engaging with and providing feedback to help inform the DAIP.
- OCPSE executive for championing accessibility and inclusion across the office.

Contact details

Email: OCPSEDiversityInclusion@sa.gov.au

Phone: 1800 317 333

National Relay Service (for people who are deaf or hard of hearing): Call 1300 555 727 and ask for 1800 317 333

Write to the Diversity and Inclusion Team, Office of the Commissioner for Public Sector Employment, GPO Box 2343, Adelaide, SA, 5001

Alternative formats

If you require a copy in an alternative format, please [contact us](#).

Glossary and definitions

For consistency, many of the definitions and terms used in this glossary have been adopted from the State Disability Inclusion Plan and SA Autism Strategy. These definitions reflect extensive consultation and engagement undertaken during the development of those strategies and support a shared understanding of key concepts.

Aboriginal peoples

The term 'Aboriginal' is used throughout this document to reference all Aboriginal and Torres Strait Islander peoples. The Government of South Australia acknowledges and respects this preference of the South Australian Aboriginal community in written and spoken language.

Autism

Autism is a neurological developmental difference that impacts the way an Autistic person sees, experiences, understands and responds to the world. Every person's lived experience of autism is different.

Closing the Gap

A government strategy and a national agreement focused on improving life outcomes for Aboriginal peoples.

Disability Access and Inclusion Plan (DAIP)

A Disability Access and Inclusion Plan (DAIP) is a plan developed by state government agencies and local councils to improve access and inclusion for people with disability. Each DAIP is tailored to the specific context of the organisation and their community, outlining practical actions to remove barriers, promote participation and support the goals of the State Plan.

Diversity

Any dimension that can be used to differentiate groups and people from one another. It empowers people by respecting and appreciating what makes them different.

Domains

The key priority areas of the State Disability Inclusion Plan, shaped by emerging themes identified during statewide consultation. Domains guide the focus of actions to improve access and inclusion for people with disability.

Inclusion

The intentional, ongoing effort to ensure that all people can fully participate in all aspects of life.

Intersectionality

How different aspects of a person's identity, such as their gender, race, class, sexuality, disability etc., can interact to create experiences of discrimination and marginalisation. Intersectionality helps us to understand how these experiences can overlap and intersect, and how they can be challenged and addressed.

Lived experience

The personal knowledge that a person gains from direct, first-hand involvement with the condition and/or circumstances being described / discussed.

Neurodivergence and neurodivergent

A non-medical term describing various neurological variations from the dominant societal norm, and people with these variations in their neurological development. Neurodivergent, in contrast to neurotypical, is used to describe people who may have one or more ways in which their brain functions differently to the 'typical' way. Some Autistic people also refer to themselves as neurodivergent.

Priority groups

The *Disability Inclusion Act 2018 (SA)* highlights seven priority groups of people that may experience overlapping disadvantage. Their needs will be considered and embedded within DAIPs. The seven priority groups are: Aboriginal Peoples with disability, culturally and linguistically diverse (CALD) people with disability, women with disability, children with disability, LGBTIQ+ people with disability, people with significant intellectual disability or who have high

levels of vulnerability due to disability and people with disability who live in regional communities.

United Nations Convention on the Rights of Persons with Disabilities

United Nations Convention on the Rights of Persons with Disabilities (UNCRPD) is a human rights treaty that aims to change attitudes and approaches to people with disability. It reaffirms that all people with disability must enjoy human rights and fundamental freedoms.

Universal design

The design of buildings, products, services and/or environments to make them accessible and inclusive for people, regardless of age, disability and/or neurodivergence or other factors. It is a design process that addresses common barriers to participation.

Appendix A - OCPSE Autism Strategy Action Plan 2025-2029

Background

The [SA Autism Strategy 2024-2029](#) is South Australia's commitment to a more inclusive community where Autistic people, and their families and carers, are supported.

Released in September 2025, the [SA Autism Strategy Action Plan 2025-2029](#) sets out the steps the South Australian Government will take to deliver on the commitments made across the strategy's seven focus areas. State Government agencies are encouraged to develop their own autism strategy action plans.

OCPSE is committed to supporting the safety and wellbeing of all public sector employees by leading policy development that enables the South Australian public sector to be an employer of choice.

OCPSE is committed to addressing key barriers experienced by Autistic employees in the workforce to increase inclusion and retention of all employees.

Why is this included?

The SA Autism Strategy aligns with both the [State Disability Inclusion Plan](#) and [OCPSE's Disability Access and Inclusion Plan](#). To minimise duplication of efforts and ensure a coordinated and holistic approach to improving access and inclusion for people with disability and/or neurodivergence, the OCPSE Autism Strategy Action Plan 2025-2029 is included with our DAIP.

While the SA Autism Strategy is a separate body of work and a distinct initiative in its own right, existing State Disability Inclusion Plan and DAIP reporting processes will be the mechanism in which state government agencies will report on the actions they have developed and committed to under the SA Autism Strategy Action Plan. This approach is intended to streamline accountability and support whole-of-government progress.

The OCPSE Autism Strategy Action Plan should be read in conjunction with the SA Autism Strategy on the Inclusive SA website <https://autismstrategy.sa.gov.au/>.

While recognising the importance of all focus areas, our actions are grouped under the following SA Autism Strategy Action Plan focus areas and commitments as they are most closely aligned with our office’s functions, responsibilities and areas of work:

Focus Area	Commitment
1. Pathways to diagnosis	1. Create clearer and more consistent pathways to diagnosis for Autistic people of all ages.
3. Thriving in the workplace	1. Improve knowledge, understanding and awareness of autism across the workforce. 2. Create an accessible, inclusive and welcoming public sector where Autistic people can thrive. 3. Increase opportunities for Autistic people to gain meaningful and lasting employment.
4. Access to supports and services	3. Work with organisations to ensure evidence and research on autism can be effectively and efficiently translated into practice. 4. Ensure neurodiversity-affirming and culturally appropriate services and supports are available.
5. Participation in the community	3. Partner with organisations, sporting clubs, local councils and community services to support inclusive initiatives for Autistic people of all ages.

Focus Area 1: Pathways to diagnosis

Objective: We want to create a clear and equitable approach to diagnosis in South Australia.

Commitments within Focus Area 1:

1. Create clearer and more consistent pathways to diagnosis for Autistic people of all ages.
2. Improve the availability and access of diagnosis, especially in regional and/or remote areas.
3. Consider ways to reduce the occurrence of undiagnosed autism amongst girls and women and within the Aboriginal and culturally and linguistically diverse communities.
4. Improve the post-diagnostic referral process and accessibility of accurate information and resources.

Commitment 1: Create clearer and more consistent pathways to diagnosis for Autistic people of all ages.

Target: Raise public awareness regarding diagnostic pathways and ensure all information and resources are accessible and easy to navigate.

No.	Action	Target Date	Measure	Responsibility and data source
1.1.1	<p>Develop and promote information, where appropriate, on autism to assist people and their families to access services, for example:</p> <ul style="list-style-type: none"> • assessment and diagnostic services • counselling and support following a diagnosis • autism and disability specific information • supports for parents with disability, including autism. 	Ongoing	<p>The number of autism-related information sources* developed, promoted and/or delivered.</p> <p>*Examples include online content, brochures, resources and survey material.</p>	<p>Diversity and Inclusion team</p> <p>Data source: Operational records</p>

Focus Area 3: Thriving in the workplace

Objective: We want a diverse, inclusive and welcoming South Australian workforce where the strengths and skills of Autistic people flourish.

Commitments within Focus Area 3:

1. Improve knowledge, understanding and awareness of autism across the workforce.
2. Create an accessible, inclusive and welcoming public sector where Autistic people can thrive.
3. Increase opportunities for Autistic people to gain meaningful and lasting employment.
4. Consider alternative employment initiatives when transitioning from education to employment.

Commitment 1: Improve knowledge, understanding and awareness of autism across the workforce.

Target: Ensure public sector staff undertake Autism Awareness and Understanding training.

No.	Action	Target Date	Measure	Responsibility and data source
3.1.1	Ensure in-person and online Autism Awareness and Understanding training is completed across public sector workforce.	Ongoing	The number of employees who completed Autism Awareness and Understanding Training: <ul style="list-style-type: none"> • online, and • in-person. Participant feedback on training, where available.	Diversity and Inclusion team Data source: HR training management records Participant feedback

Target: Increase awareness of autism across the public sector workforce and the strengths and benefits of employing Autistic people

No.	Action	Target Date	Measure	Responsibility and data source
3.1.2	Coordinate the South Australian Public Sector Disability, Diversity and Inclusion Community of Practice and encourage cross-sector engagement and collaboration, and share insights related to improving knowledge, understanding and awareness of autism across the public sector.	Ongoing	<p>Number of Community of Practice meetings held annually.</p> <p>The Community of Practice Teams channel is used to promote information, resources, tools and share updates.</p> <p>Number of employees participating in the Community of Practice Teams channel.</p>	<p>Diversity and Inclusion team</p> <p>Data source: SA Public Sector Disability, Diversity and Inclusion Community of Practice Teams channel</p>
3.1.3	Outline the initiatives completed to promote autism inclusion in OCPSE.	Ongoing	<p>The number of initiatives completed to promote autism inclusion in the workplace.</p> <p>*Initiatives may include events, days of significance, internal</p>	<p>OCPSE, Diversity and Inclusion team</p> <p>Data source: Operational records</p>

			staff communications, social media.	
3.1.4	Engage Autistic employees and employees with disability within OCPSE to provide advice and inform inclusion activities, including to assist in promoting days of significance.	Ongoing	<p>Opportunities for employees with lived experience to inform inclusion activities.</p> <p>The number and proportion of lived experience employees engaged to inform inclusion activities.</p>	<p>Diversity and Inclusion team</p> <p>Data source: Survey and feedback material</p>

Target: Improve data collection systems to effectively inform autism inclusion across the public sector.

No.	Action	Target Date	Measure	Responsibility and data source
3.1.5	Explore opportunities to collect employee data on autism confidentially through public sector Human Resource Management Systems to better understand the number of Autistic people across the workforce and inform future initiatives.	2028	Completion of scoping to identify options for collecting employee data on autism confidentially through Human Resource Management Systems,	OCPSE and Shared Services SA (Department of Treasury and Finance)

			including implementation considerations.	Data source: Operational records
3.1.6	Collect data from State Government agencies on the completion of Autism Awareness and Understanding training and report annually.	Ongoing	Annual collection of workforce data from all public sector agencies in South Australia on the completion of Autism Awareness and Understanding training. Data published annually in the State of the Sector Report.	OCPSE Data source: Public Sector Employment Review (PSER) tool Agency Information Collection (AIC)

Commitment 2: Create an accessible, inclusive and welcoming public sector where Autistic people can thrive.

Target: Embed autism inclusion into workplace policies and practices.

No.	Action	Target Date	Measure	Responsibility and data source
3.2.1	Review and update the Guideline of the Commissioner for Public Sector Employment: Recruitment to ensure South Australian public sector recruitment processes are inclusive of Autistic employees and free from bias.	2026	Guideline of the Commissioner for Public Sector Employment: Recruitment reflects inclusive recruitment practices, free from bias.	Workforce Integrity, Strategy and Capability Data source: OCPSE website
3.2.2	Review internal recruitment policies and processes to ensure they support reasonable adjustments and are responsive to the alternative ways Autistic employees in OCPSE can engage throughout the recruitment and training processes.	Ongoing	Recruitment policies, processes and training are reviewed to support Autistic and/or neurodivergent staff	Diversity and Inclusion team Integrity, Employment and Advice team Data source: Operational records
3.2.3	Review and implement internal reasonable adjustments procedures and flexible	Ongoing	The number and proportion of reasonable adjustment and	Diversity and Inclusion team

	workplace arrangements that support all employees, including Autistic employees and parents and carers of Autistic people.		flexible workplaces arrangement procedures to support employees, including Autistic employees, that are: <ul style="list-style-type: none"> • reviewed • implemented. 	Data source: Operational records
3.2.4	Review and update, where applicable, internal new starter forms to include an opportunity to identify as Autistic and/or neurodivergent to enable more accurate reporting and awareness in the public sector workforce.	Ongoing	The number of onboarding forms reviewed and updated to include an option for staff to identify as Autistic and/or neurodivergent	Corporate services Data source: Operational records

Target: Develop strategies to improve the overall health and wellbeing of Autistic public sector employees.

No.	Action	Target Date	Measure	Responsibility and data source
3.2.5	Identify appropriate mechanisms, including clear confidentiality, to ensure Autistic employees in OCPSE feel safe, supported and confident to disclose that they are Autistic	Ongoing	The number of support mechanisms available to ensure Autistic and/or neurodivergent employees can disclose confidentially.	Diversity and Inclusion team Data source: Operational records

	at the commencement of employment and through the employment lifecycle.		*Support mechanisms include: secure IT systems, privacy principles.	
3.2.6	Continue to promote and provide Employee Assistance Program (EAP) services that are inclusive, culturally appropriate, neurodiversity-affirming and in a range of modes and formats to support the diverse communication styles of Autistic employees.	Ongoing	Are EAP services being promoted? Y/N	Strategic Communications team Data source: Operational records

Commitment 3: Increase opportunities for Autistic people to gain meaningful and lasting employment.

Target: Provide alternative workplace training and volunteer options that support Autistic people entering the public sector workforce.

No.	Action	Target Date	Measure	Responsibility and data source
3.3.3	Scope updating the Guideline of the Commissioner for Public Sector Employment: Volunteers to include information that supports state government agencies to consider volunteering opportunities for Autistic people.	2027	Undertake a review of the Guideline of the Commissioner for Public Sector Employment: Volunteers to identify	Integrity, Employment and Advice team Data source: Operational records

			opportunities to incorporate information that supports inclusive volunteering for Autistic people, including recommendations.	
3.3.4	Review and implement alternative and accessible workplace training options to support Autistic employees, including in a range of accessible formats and learning styles.	2029	The number of alternative and accessible workplace training options available to support Autistic and/or neurodivergent employees.	Diversity and Inclusion team South Australian Leadership Academy Data source: Operational records
3.3.5	Review existing OCPSE peer support or mentoring programs to ensure they are inclusive of Autistic employees.	Ongoing	The total number of peer support and/or mentoring programs and, of those, the proportion reviewed to ensure they are inclusive of Autistic employees.	Diversity and Inclusion team Data source: Operational records

Target: Improve inclusive workplace practices and strategies which support Autistic people through all stages of career progression in the public sector.

No.	Action	Target Date	Measure	Responsibility and data source
3.3.6	Increase participation of Autistic employees in South Australian Leadership Academy (SALA) programs for current and aspiring executives and ensure Autistic employees can achieve the same outcomes.	Ongoing	Increased number of Autistic employees participating in South Australian Leadership Academy (SALA) programs for current and aspiring executives.	South Australian Leadership Academy Data source: Training records

Target: Collaborate with service providers to increase opportunities for Autistic people

No.	Action	Target Date	Measure	Responsibility and data source
3.3.7	Scope opportunities to connect public sector agencies with Autistic job seekers or employment providers/social enterprises.	2027	Identify opportunities and pathways to connect public sector agencies with	Diversity and Inclusion team,

			Autistic job seekers and employment providers or social enterprises.	Data source: Operational records
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Commitment 4: Consider alternative employment initiatives when transitioning from education to employment.

Target: Collaborate with service providers which support Autistic people transitioning to employment.

No.	Action	Target Date	Measure	Responsibility and data source
3.4.2	In collaboration with the Office for Autism (Department of the Premier and Cabinet), develop and promote information for hiring managers about how applicants who are registered with a disability employment service provider can apply for vacancies through iWorkforSA.	2026	Provide information for hiring managers on how applicants registered with Inclusive Employment Australia providers can apply through iWorkforSA.	Office for Autism (Department of the Premier and Cabinet) and Office of the Commissioner for Public Sector Employment Data source:

				Operational records
3.4.3	In collaboration with the Office for Autism (Department of the Premier and Cabinet), explore a whole of government partnership with a panel of local disability employment services to promote available Autistic candidates to work in the public sector.	2026	Review of options for a whole-of-government partnership with local disability employment services, including engagement outcomes and next steps for implementation.	Office for Autism (Department of the Premier and Cabinet) and Office of the Commissioner for Public Sector Employment Data source: Operational records

Target: Develop programs or supported pathways for Autistic students transitioning from education settings to employment across the public sector.

No.	Action	Target Date	Measure	Responsibility and data source
3.4.4	In collaboration with Office for Autism (Department of the Premier and Cabinet), scope opportunities for increased support to access diagnostic services and training support for Aboriginal public sector trainees.	2027	The Aboriginal Traineeship Program has embedded support to access diagnostic services and training support.	Office of the Commissioner for Public Sector Employment and Office for Autism (Department of the Premier and Cabinet) Data source: Operational records

Focus Area 4: Access to supports and services

Objective: We want a clearer, more consistent and accessible service system where Autistic people and their families and carers can access the support they need, when they need it.

Commitments within Focus Area 4:

1. Develop a centralised state information system to support access and navigation of available supports and services.
2. Improve the knowledge and understanding of autism amongst professional employees.
3. Work with organisations to ensure evidence and research on autism can be effectively and efficiently translated into practice.
4. Ensure neurodiversity-affirming and culturally appropriate services and supports are available.

Commitment 3: Work with organisations to ensure evidence and research on autism can be effectively and efficiently translated into practice.

Target: Collaborate with subject matter experts when developing and implementing supports and services for Autistic people.

No.	Action	Target Date	Measure	Responsibility and data source
4.3.1	Collaborate with autism-specific organisations, where relevant, when developing and implementing policies, supports and services for Autistic people.	Ongoing	Reporting on collaboration with autism-specific organisations engaged when developing and implementing policies,	Diversity and Inclusion team Data source: Operational records

			support and services for Autistic people.	
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Target: Collaborate with the Autistic and autism community throughout the planning, development and implementation phases to ensure services are neurodiversity-affirming and are effectively meeting the needs of Autistic people.

No.	Action	Target Date	Measure	Responsibility and data source
4.3.2	Consult with reference groups and lived experience groups, where relevant, on autism-related matters to provide insights and guidance on identifying and addressing barriers to accessing services provided by the Government of South Australia.	Ongoing	Reporting on which reference and/or lived experience groups engaged to identify and address barriers to accessing services on autism-related matters.	Diversity and Inclusion team Data source: Operational records

Commitment 4: Ensure neurodiversity-affirming and culturally appropriate services and supports are available.

Target: Ensure a wide range of neurodiversity-affirming and culturally appropriate services and supports are available, including to Autistic people who do not yet have an autism diagnosis.

No.	Action	Target Date	Measure	Responsibility and data source
4.4.1	In the development of new strategies and initiatives, the State Autism Strategy and/or Autism Charter will be linked and referenced, where appropriate.	Ongoing	The number of references made to the State Autism Strategy and/or the Autism Inclusion Charter in new strategies and initiatives.	Team leading the development of the strategies or initiatives Data source: Operational records

Target: Improve data capturing strategies of diverse cohorts of people accessing state government services and supports.

No.	Action	Target Date	Measure	Responsibility and data source
4.4.2	When consulting to inform the development of new strategies and initiatives, personal identifying data will be collected where appropriate, to capture and consider the	Ongoing	Are you capturing personal identifying data including Autistic and/or neurodivergent people during consultation on the development of new	Diversity and Inclusion team Data source: Operational records

	specific perspectives of the Autistic community.		strategies and initiatives? Y/N	
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Focus Area 5: Participation in the community

Objective: We want a truly inclusive South Australia where Autistic people can meaningfully participate in the community without restriction.

Commitments within Focus Area 5:

1. Consider how the built environment may impact Autistic people and identify opportunities for improvement across current and future infrastructure projects.
2. Identify ways to improve accessible transport options and the accessibility of public spaces and venues, including signage and wayfinding tools.
3. Partner with organisations, sporting clubs, local councils and community services to support inclusive initiatives for Autistic people of all ages.

Commitment 3: Partner with organisations, sporting clubs, local councils and community services to support inclusive initiatives for Autistic people of all ages.

Target: Collaborate with the Autistic and autism community to ensure activities and services are autism inclusive.

No.	Action	Target Date	Measure	Responsibility and data source
5.3.1	Consult with the Autistic and autism community, where appropriate, when planning and delivering events to ensure they are autism inclusive, such as the inclusion of breakout or sensory spaces.	Ongoing	The number and proportion of lived experience people engaged to inform planning and organising of events.	Team leading the event Data source: Event evaluation surveys

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