



APS Disability Champions Network (DCN): Meeting Communique

Meeting: Wednesday 1 April 2026

The DCN met virtually to discuss the following matters.

Tiger Team Project - Disability leave

The DCN Disability Leave project is progressing through a focused information-gathering phase to support informed discussion across the Australian Public Service (APS).

The project will undertake targeted data collection to better understand existing disability leave arrangements across the service. This work will help identify common approaches, implementation experiences and potential barriers, and provide an evidence base for future consideration. This phase of work does not involve policy development or represent a formal policy recommendation. Further updates will be provided as the project work progresses.

Tiger Team Project - Adjustment passport

The DCN Adjustment Passport Tiger Team has completed its project, having developed, consulted upon, and finalised a package of materials to support employees and agencies in their understanding of workplace adjustments. Products have been shared with the Australian Public Service Commission (APSC) and will be published on the APSC webpage. They will also inform and align with ongoing work to develop a whole-of-service Workplace Adjustments passport, also being led by the APSC.

Tiger Team Project - Neuroinclusion

The DCN Neuroinclusion Tiger Team has completed a key phase of work to support neurodiversity inclusion across the APS.

Following research and consultation across the APS, the team identified five priority actions to strengthen Neuroinclusion across the service. The Tiger Team will provide the documentation to DCN members for feedback via this Secretariat. This work provides a strong foundation to help APS agencies reduce barriers, build understanding, and create workplaces where neurodivergent employees can thrive.



Throughout the discussion on the Tiger Team Projects, Chair Michael Lye, advised a package would be progressed to Secretaries Board, with a paper from each Tiger Team, following feedback by DCN members where required.

APS Disability Champion Spotlight - APSC

The APSC's Disability Champion shared an update on the APSC Disability and Carers Network, a diverse group representing employees with disability, neurodivergent staff, carers, allies and policy experts.

The Network supports connection and allyship through regular engagement, six weekly virtual meetings and targeted events, and is developing an APSC-focused action plan.

SES Disability Network (SDN) update

As part of their standard update for sharing with the DCN, the SDN advised on current Network activities, including their work to explore opportunities for developing an SDN led mentoring program for EL staff in the APS. Exploratory discussions are underway with a small number of APS agencies regarding a pilot, to assess the proposed program's effectiveness and inform future scaling.

The SDN has also completed its annual leadership review, with leadership arrangements now in place for the next 12 months.

APSC Update

The APSC provided a brief update on work, noting time constraints. The APSC advised that a Disability Royal Commission (DRC) Implementation Taskforce had been successfully established, following the completion of the DRC Discovery Project. The Taskforce will progress a range of matters pertaining to the DRC recommendations. The Assistant Commissioner Taskforce Lead was introduced to members.

Next meeting

The next DCN meeting is scheduled for Wednesday 10 June 2026.