



APS Disability Champions Network (DCN): Meeting Communique

Meeting: Wednesday 10 June 2026

The DCN met virtually to discuss the following matters.

Tiger Team Project - Disability leave

The DCN Disability Leave project is progressing following the completion of an information-gathering phase. The project team is working closely with the Australian Public Service Commission (APSC) to better understand differences in approaches to disability leave across APS agencies.

This phase of work does not involve policy development or represent a formal policy recommendation. The next phase of work will produce a report on the findings and seek views on next steps for the DCN. Further updates will be provided as the project progresses.

Tiger Team Project - Neuroinclusion

The DCN Neuroinclusion Tiger Team is focused on strengthening governance and coordination across the APS as it relates to employment of people who consider themselves to be neurodivergent. Consultation has shown strong support for a coordinated approach and clear demand for practical tools to support neuroinclusion across the APS. The team is refining its recommendations for final approval.

APSC and APSC DRC Implementation Taskforce Updates

APSC

The APSC shared that the APS Disability Employment Strategy 2020-2025 (expired end 2025) is currently being reviewed, with a Final Evaluation Report to follow. The next steps for the expired strategy are still to be determined based on discussions with Government.

The APSC released a new resource titled the [APS Inclusive Onboarding Toolkit - Disability and Neurodivergence](#). This onboarding toolkit has been designed as a practical resource to help employees, business areas and Champions to provide inclusive onboarding experiences for candidates with disability and/or neurodiversity. The toolkit has been co-designed with people with lived experience of disability and/or neurodivergence in the APS. The Toolkit is available on the APSC website.



APSC Disability Royal Commission (DRC) Implementation Taskforce (the Taskforce)

The Taskforce strives for the APS to deliver practical, grounded and consistent solutions to areas that affect disability employment, including employment pathways, accessibility, workplace support, disability confidence and capability, communications and engagement. This will ensure that every current and prospective employee can exercise their right to work on an equal basis in the APS.

The Taskforce is prioritising early work to improve access to information for employees, managers and others on disability in the APS.

SES Disability Network (SDN) update

The SDN provided an update on the pilot of their SES mentoring program, which will initially be run within DSS and DFAT. Mentor and mentee matching is currently underway. The pilot is expected to commence in the coming weeks, with scope to expand mentor numbers and incorporate group mentoring where demand exceeds capacity.

APS Disability Champion Spotlight – IP Australia

IP Australia's Disability Champion emphasised that IP Australia's success as an agency is closely linked to their efforts to increase workforce diversity overall.

IP Australia is delivering its second Inclusion and Accessibility Plan 2023-2026 (see [Inclusive Culture](#) webpage). IP Australia is actively working on increasing their disability workforce representation by encouraging employee disclosure, and that managers of people are central to this effort as they enable workplace adjustments and play a crucial role in building trust.

IP Australia is strengthening manager capability by inviting the sharing of practical, lived-experience case studies that build confidence in supporting employees with disability. They have intentionally shifted towards practical tools and consistent and high frequency communications, that empower managers and prioritise positive employee outcomes.

Next meeting

The next DCN meeting is scheduled for Wednesday 9 September 2026.