Australian Government
Australian Public Service Commission

APS Disability Champions Network (DCN): Meeting Communique

Meeting: *Wednesday 9 September 2026*

The DCN met virtually to discuss progress on its projects and emerging priorities for disability inclusion across the APS.

Tiger Team Project - Disability leave

Work is continuing on the research project on disability leave. Current data on the use of disability-related leave is limited, particularly where leave is recorded as miscellaneous leave.

Further work will explore data collection and evaluation of existing disability leave arrangements to strengthen the evidence base for future policy and bargaining considerations. Relevant information will also be included in upcoming senior APS governance discussions.

Tiger Team Project - Neuroinclusion

The Neuroinclusion project has identified recommendations to strengthen neuroinclusion governance and coordination and establish a central neuroinclusion hub.

Implementation will use a collaborative, cross-agency approach, with interested agencies progressing practical elements of the recommendations alongside the APSC.

Further work will be undertaken on practical neuroaffirming language and consultation approaches, with recommendations to be progressed for consideration by SES.

It is the current intent to take the outcomes of all Tiger Team projects from 2025/2026 to Secretaries Board for endorsement and consideration.

2027 DCN tiger team project work

The DCN will progres current project recommendations in readiness for Secreatries Board.

Members discussed opportunities for future DCN tiger team project work, which will be refined in coming months. Members will be provided with further information to support consideration of possible 2027 priorities and will have an opportunity to provide input to relevant senior APS governance processes.

Disability employment and WFH in Australia – presentation by Aaron Mollross

Aaron Mollross, Sir Roland Wilson Scholar at ANU, presented findings from his research on disability employment and working from home in Australia.

Next meeting

The next DCN meeting is scheduled for Thursday 26 November 2026.

Out of Session Updates

Disability in the APS - APSC

The APSC is currently undertaking the final evaluation of the Disability Employment Strategy 2020-25, for completion by end of year.

Disability Royal Commission (DRC) Taskforce update – APSC DRC Taskforce

The DRC Implementation Taskforce is progressing a number of pieces of work, including:

- A new Disability and Neuroinclusion Information Hub for the APSC internet, which will bring together practical guidance, workplace adjustment information, recruitment resources and leadership tools.
- A suite of workplace adjustment resources, including Workplace Adjustments Principles for the public sector.
- Analysis of APS recruitment policy and practice to inform recommendations to strengthen recruitment pathways, data collection and reporting on disability.
- Development of an APS Disability Employment Capability Framework, supported by a completed inventory of existing disability, neurodiversity and inclusion resources.
- Consideration options to improve rates of voluntary disability disclosure, while maintaining employee choice, privacy and trust.

Topic: SES Disability Network (SDN) update - SDN Deputy Chair

The SDN continues to progress a mentoring pilot for EL1s across two agencies. As this mentoring pilot involves six mentoring sessions, it is expected that all of the current batch of mentees will have completed these sessions with their mentors by approximately April 2027.