

The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability

The Royal Commission into Violence, Abuse, Neglect and Exploitation of People with Disability (also known as the Disability Royal Commission or DRC) was established with the support of the Federal Government.

From 2019 to 2023, the DRC held 32 public hearings and heard from 837 witnesses. People with disabilities are described to be facing considerable barriers to access and inclusion, which include barriers to accessing information and to quality services, such as health care, education, employment and housing.

Attitudinal change is critical in shifting towards a more inclusive society.

What did the Disability Royal Commission recommend?

In September 2023, the Final DRC report was delivered to the Australian Government and made 222 recommendations to improve laws, policies, structures and practices to ensure we live in a more inclusive and just society that promotes the independence of people with disability.

Why is the Australian Public Service Commission leading this project?

The DRC made five recommendations for the APSC to lead on behalf of the APS (7.18 to 7.22). The APS Commissioner takes a leading role in ensuring the APS has the organisational and workforce capability to meet future needs, and promoting the APS Values, Employment Principles, and Code of Conduct.

Who are we consulting with?

- APS employees who have disability, or who require workplace adjustment/s;
- A manager of an APS employee with disability, or an employee who requires workplace adjustments; and/or
- Business areas whose work supports APS employees:
 - with disability; and/or
 - who receive workplace adjustments or specialised assistance; and/or
 - to develop their personal and professional development through specialised programs, pathways and supports.

What are workplace adjustments?

Workplace adjustments are supports that an employee needs to be able to carry out the functions of their role. Examples of workplace adjustments are:

- Ergonomic chairs, footrests, and other office equipment
- Working from home, and/or working from alternate/remote locations
- Flexible start or finish times, compressed hours (e.g. 9-day fortnights)

Common reasons for workplace adjustments are:

- Disabilities, injuries, or medical conditions

- Caring responsibilities
- Parenting responsibilities
- Life/Work balance

Workplace adjustment passports are a tool that some organisations use to help employees obtain the adjustments they require to do their job.

What is the DRC Discovery Project about?

We will investigate the barriers and enablers to APS employees receiving the support they need to have a fulfilling and productive APS career. We are investigating two of the five recommendations:

7.18 - Establish specific and disaggregated targets for disability employment in the public sector

The Australian Government and state and territory governments should adopt specific and disaggregated targets to increase the proportion in the public sector of:

- employees with disability at entry and graduate levels
- employees with disability at executive levels
- employees with cognitive disability

Public sector targets should be supported by:

- clear employment pathways into the relevant public services for each target cohort
- measures and programs to support the recruitment and progression of each target cohort
- provision of appropriate supports

7.21 - Introduce consistent adjustment principles and adjustment passports

The Australian Public Service Commission should:

- a) lead the development of common principles to underpin adjustment policies for providing and managing adjustments in the public sector. The principles should be used to inform APS adjustment policies and procedures. The principles should include clear and accessible processes for staff to request adjustments, such as:
 - timeframes for implementing adjustments and a process for review and seeking feedback on adjustments
 - clear and accessible processes for making and responding to complaints relating to adjustments (including complaints about refusal to provide an adjustment)
 - clear policies on handling and sharing information about a person's disability or adjustments
 - referrals to internal and external supports in relation to requesting and managing adjustments
 - requirements to collect data on applications for, and the implementation of, adjustments
- b) develop an APS-wide adjustment passport to improve the ease with which people with disability can maintain and transfer their adjustments when moving within the APS.

Why are we asking for demographic information, and what will we do with it?

We collect relevant demographic information to help us identify whether we have engaged with all relevant stakeholders who will be impacted by the outcomes of our project.

Privacy and use of information

Your privacy is very important to us, and your confidentiality will be respected and maintained. The Australian Public Service Commission are collecting your information in accordance with the [Privacy Act 1988](#).

For more information, please read the attached Privacy Notice or visit the [APSC's website](#). If you have questions or concerns, we can be contacted at APSCDRCDiscovery@apsc.gov.au.

Data Collection

We would like to collect your information for the purpose of meeting the APSC's obligations under the Disability Royal Commission's (DRC) recommendations for the APS. The DRC project team want to access your information to help us conduct interviews and workshops.

Informed Consent

You are asked to provide this information voluntarily. Your views and stories may be captured over a range of confidential mediums (including registration and booking forms, emails, virtual and face-to-face interviews, surveys, audio and/or video recordings). You have the right to withdraw your consent and your information at any time.

Data Storage

Your information will be stored on the APSC's records management system, which is housed in a protected network and the project team will only access this secure information.

Data De-Identification

The views you share will be used to inform work under the DRC and may be shared as de-identified statements in our report. With your consent, we may attribute your views to you.

Confidentiality and Data Use

We may use your de-identified information, and/or aggregate data, to report on research findings. The information you provide will be used to inform our recommendations and influence key outcomes in response to the DRC. All data will be kept confidential and used solely for this project.