

DIS Disability Access and Inclusion Plan



Government
of South Australia

Department for
Innovation and Skills

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Message from Adam Reid

Chief Executive, Department for Innovation and Skills

The Department for Innovation and Skills is pleased to present its first Disability Access and Inclusion plan.

The overarching purpose of this plan is to reduce obstacles to full inclusion, and advocate for accessibility to our department's work and activities for both stakeholders and our staff who live with disability.

Engagement for the plan created discussion, which in turn raised awareness of the issues with each team, directorate, and group, including the awareness of any unconscious bias amongst our staff not living with disability.

The engagement exercise also raised the visibility of current activities, services and innovations that serve people with disabilities across the department.

During its three-year life, the Plan will continue to guide our decision-making, and reporting on it every year to the Chief Executive of the Department of Human Services will ensure that it remains a living, growing document.

We are already identifying improvements that may not be achievable immediately but will be in the next iteration of the plan as it is reviewed. I feel encouraged that as well as being an innovative department, we are also being led to be a compassionate department.

According to the Australian Bureau of Statistics*, in 2018, [19.4 per cent of South Australians – almost one in five – were recorded as living with a disability](#). To accurately reflect the community that we serve, we must do better in seeing how the world looks to our neighbours, friends, families, and colleagues who live with disability.

We must stop looking at life through our able-bodied lens alone, we must start to better understand what we can do within our remit to make life better for people with disabilities, and we must continue to commit to improving our practices, our processes and our plans by keeping access and inclusion front of mind.

Adam Reid

Chief Executive

Department for Innovation and Skills

**ABS "People with disability by state or territory of usual residence – 2018"*

Disability Access and Inclusion at DIS

This Disability Access and Inclusion Plan (DAIP) is available on the Department for Innovation and Skills (DIS) website, or in alternative formats such as Easy Read, large font, electronic format (disk or emailed), audio or Braille, on request.

Disability Inclusion Act 2018

The South Australian *Disability Inclusion Act 2018* (the Act) provides a legal framework to support equal access and inclusion for people living with disability in community activities and services including recreation, education, health, and public transport.

The Act aligns with the United Nations Convention on the Rights of Persons with Disabilities and with the Australian National Disability Strategy 2010-2020, and required the creation of the *South Australian Disability Inclusion Plan* (the Plan). The first South Australian Plan came into effect on 31 October 2019. The Act also mandates the development of DAIPs for each State authority (Part 5 s16).

Based on the 2018 Act, the DIS Disability Access and Inclusion Plan recognises the definition of disability as being a physical, psycho-social, intellectual, cognitive, neurological or sensory impairment (or a combination of these) that interact with a person's activities of daily living and the spaces in which people live and work to create a barrier to their full and effective participation in society.

This plan acknowledges that disability does not occur in isolation, that people from other groups who may be marginalised, or minority groups need appropriate support for their particular circumstances, and that intersectional aspects of living with disability will always be considered to provide as complete a context as possible.

About the Department for Innovation and Skills

The Department for Innovation and Skills is a catalyst for innovation, entrepreneurialism, and a highly-skilled workforce that increases South Australia's prosperity by focusing on the human factors of growth.

Staff profile

Headcount – 346

FTE – 335.3

Employees identifying as having a disability – 2.0%*

Employees identifying as Aboriginal and Torres Strait Islander – 1.2%*

(Figures as of 30 September 2020)

Our commitment

We welcome the diversity of ideas, people, cultures and interest.

We embrace our differences and celebrate the values that unite us in contributing to the growth and prosperity of our state.

Actions

For its' Disability Access and Inclusion Plan, DIS has structured the activities and strategies (both current and future) around the priority areas and actions of the *Inclusive SA: State Disability Inclusion Plan*, and takes into consideration the areas of policy action under the *National Disability Strategy 2010-2020*. Some of these have a distinctly internal focus for our staff living with disability or supporting a person with a disability. The balance focuses on the communities, businesses, students, migrants, employees, employers, organisations that we work with and serve.

There are four sets of actions:

1. Inclusive communities for all
2. Leadership and collaboration
3. Accessible communities
4. Learning and employment

In the first year of implementation, DIS will be working to measure the baseline for all the indicators determined. Review of the plan in subsequent years will specify and address gaps between the desired state and our current levels of performance.

1. Inclusive communities for all

Social inclusion is a priority for people living with disability as it affects all aspects of their lives. It is our aim that the contributions and rights of people living with disability are valued and understood by all South Australians and that their rights are promoted, upheld and protected. We also want to ensure that people living with disability are supported to advocate for their own rights.

Priority 1: Involvement in the Community

Action	Indicator	Lead Directorate	Timeframe	Focus
Systems				
Ensure client complaints and feedback systems are accessible and inclusive for people living with disability. Comment on access and inclusion issues will be specifically solicited. Progressively, such systems will be tracked against widely recognised accessibility standards.	Audit compliance with Ombudsman's report will evidence minimal client complaints in respect to accessibility. Resource directory of organisations supporting people living with disabilities is sourced for referral purposes, tapping into existing networks such as OCPSE and internal subject matter experts.	Client Services	July 2021 (reviewed annually at close of financial year)	External
Liaise with the State Procurement Board to include conditions related to access and inclusion as standard in DIS contracts	Discussions held with State Procurement Board on minimum requirements for a DAIP for suppliers or organisations under contracts with DIS. Procurement documentation updated.	Finance and Business Services	October 2021	Internal
Channels				
Promote the use of inclusive and accessible language in all internal and public-facing media and communication so that perceptions, attitudes and beliefs about people living with disabilities are addressed.	Inclusive language guide developed and adopted to reflect principles of inclusion and accessibility for persons with disabilities.	Marketing, Communications and Industry Partnerships	July 2021 Ongoing	Internal and external
Actively host and support events that promote and celebrate diversity and recognise the achievements of people living with disability e.g. International Day of People with Disability (IDPD).	Final DAIP launched on IDPD, encouraging people with lived experience of disability to share their experiences and challenges. Annual Report on implementation released on this anniversary.	People and Performance	December 2020 (and then annually on IDPD)	External

1. Inclusive communities for all

Priority 2: Improving community understanding and awareness

Action	Indicator	Lead Directorate	Timeframe	Focus
People				
<p>Develop the DIS workforce to be well-informed and demonstrate respect for the rights and needs of all members of the community by:</p> <ul style="list-style-type: none"> - Investigating and maintaining current information on corporate intranet - implementing mandatory online disability awareness training programs for all staff (this could be annual and include a way of surveying existing knowledge and tailoring future training) - Exploring the co-design and co-facilitation of immersive professional development opportunities for staff - Promoting across government training opportunities. 	<p>All staff to contribute to an inclusive and respectful work environment.</p> <p>All new and existing employees to complete online Disability Awareness Training as part of induction.</p> <p>Annual (or ad-hoc) staff surveys show an increase in the awareness of disability and in creating an inclusive and respectful work environment.</p> <p>Evaluation against benchmark organisations.</p>	People and Performance – Professional and Business Operations	Annual	Internal
Ensure staff in key roles/functions, including customer service, web development, communications, and facilities management have training in accessibility and inclusion.	<p>Staff across DIS will receive training appropriate and relevant to their role so that staff clients and stakeholders living with disability can be served on an equal basis to people without.</p> <p>All staff undertake a minimum of one Disability Awareness training program annually.</p>	All DIS Staff	Ongoing	Internal
Create opportunities in the design and creation of all communication strategies to showcase people living with disability who have been supported through DIS services, funding or programs.	<p>Social media engagement analytics.</p> <p>Materials produced for website and/or commercial use showcase success stories of people living with disability (e.g. students funded, migrants actively contributing to SA economy, artists and scientists working in DIS focus industries, employees)</p>	Marketing, Communications and Industry Partnerships	Ongoing	External
Create opportunities at events hosted by DIS to showcase how people with disability actively and positively participate in the community	People attending DIS events exposed to the lived experiences of people with disabilities.	All DIS Groups	Ongoing	External

1. Inclusive communities for all

Priority 3: Promoting the rights of people living with disability

Action	Indicator	Lead Directorate	Timeframe	Focus
Channels				
Establish a DIS working group to oversee the ongoing implementation of the DIS DAIP.	Membership of the DAIP is representative of all areas of DIS and includes diverse representation from employees and/or stakeholders living with disabilities.	People and Performance with input from DIS Group representatives	Minimum of quarterly meetings	Internal
Establish a channel within the DIS working group that engages with a self-advocacy group of employees and key stakeholders living with disability.	Terms of reference for the self-advocacy group are established. Forum provides guidance to the D&I working group in respect to ongoing refinement of the DAIP.	People and Performance	Quarterly	Internal

2. Leadership and collaboration

People living with disability want to have a greater role in leading and contributing to government and community decision-making. It is our aim that the perspectives of people living with disability are actively sought and that they are supported to participate meaningfully in government and community consultation and engagement activities.

Priority 4: Participation in decision-making

Action	Indicator	Lead Directorate	Timeframe	Focus
Ensure that the Diversity and Inclusion Working Group includes employees with disabilities, or representatives of employees.	Representatives on the Diversity and Inclusion Working Group with experience of living with disability.	People and Performance	Ongoing	Internal
Involve employees (or representatives of employees) living with disability to participate in the recruitment process wherever possible, and in decisions related to staff training.	Staff training and recruitment is guided by input from employees living with disability (in DIS or across government). Recruitment processes are inclusive and embrace universal design principles, as far as reasonably possible.	People and Performance	Ongoing	Internal
Use the OCPSE Disability Employment toolkit to guide this so that it is embedded in DIS policy and procedure.				

Priority 5: Leadership and raising profile

Develop a strong organisational leadership culture that promotes a supportive, inclusive and accessible work environment across all DIS Groups.	Departmental leaders engage and connect with employees and/or clients with a lived experience of disability. Case studies and narratives are shared with executive leaders. Director/ED representation on DAIP Working Group.	Executive Leadership (CE, ED and Directors)	Ongoing	Internal
Create an inclusive workplace environment for employees living with disability or caring for people with disability. Empower managers and team leaders to reach out to HR Business Partners for support with staff identifying as living with a disability.	Change in the organisational culture is reported (e.g. training, Teamgage, leave, flexible working arrangements) where people living/caring for someone living with disability report that their input, ideas and difference is valued.	People and Performance	Ongoing	Internal

2. Leadership and collaboration

People living with disability want to have a greater role in leading and contributing to government and community decision-making. It is our aim that the perspectives of people living with disability are actively sought and that they are supported to participate meaningfully in government and community consultation and engagement activities.

Priority 6: Engagement and consultation

Action	Indicator	Lead Directorate	Timeframe	Focus
Implement innovative engagement practices that ensure employees and clients living with disability participate in informing the strategies and activities of DIS, from the outset.	Diverse range of views are canvassed in key decision making processes.	People and Performance	Ongoing	Internal
All formats for engagement are adopted: online, phone connectivity, face to face, small group, in community locations that are accessible by people with disability, e.g. user friendly and focused community environments	Co-design model explored including the establishment of an advisory panel (DIS or across government).			

3. Accessible communities

The accessibility of the built environment, quality services and information is key to ensuring people living with disability are included and have the opportunity to equally participate in all aspects of community life. It is our aim to increase accessibility to public and community infrastructure, transport, services, information, sport and recreation and the greater community.

Priority 7: Universal Design across South Australia

Action	Indicator	Lead Directorate	Timeframe	Focus
Ensure principles of universal design are considered in the planning stages for building developments, and all new fit outs. These are to be assessed against building code of Australia, the Disability Discrimination Act (DDA) and other relevant standards.	Compliance and Certification with Building Code of Australia.	Finance and Business Services	At time of fit out and lease negotiations	Internal/ External
	Audit compliance with DDA Identified non-compliance issues within DIS owned, leased and occupied facilities.	(Skills and Workforce Capability)		
Ensure Personal Emergency Evacuation Plan (PEEP) for each employee living with disability or limited mobility are annually updated.	Employees identified as living with disability / limited mobility have a PEEP in place. Participation in annual online workplace Emergency Response training for identified managers and floor wardens.	People and Performance	July 2021	Internal

3. Accessible communities

Priority 8: Accessible and available information

Action	Indicator	Lead Directorate	Timeframe	Focus
Channels				
Develop and maintain all DIS websites to ensure people living with disability can readily access information: Marketing, Communications and Industry Partnerships to coordinate web compliance across DIS.	DIS website meet level AA of WCAG 2.0 or WCAG 2.1 as a minimum . Reference: Online accessibility policy: https://www.accessibility.sa.gov.au/policy Accessibility testing undertaken on existing/new websites	Marketing, Communication s and Industry Partnerships	Ongoing	External
All divisions and statutory authorities that engage DIS employees will upgrade and maintain websites in accordance with DIS Digital Communications Policy, and report on compliance with Web Content Accessibility Guidelines.	DIS websites at minimum of level AA compliance in line with Web Content Accessibility Guidelines (as above). Reference: Online accessibility policy: https://www.accessibility.sa.gov.au/policy Accessibility testing undertaken on existing/new websites.	Marketing, Communication s and Industry Partnerships	Ongoing	External
Ensure that the DIS Communication Style Application Guide is reviewed and updated for compliance by including the following elements: inclusive language, correct symbols, accessible design principles, plain English and alternative formats. Where practical, leverage existing SA Gov materials that endorse best practice web/digital requirements across the whole of SA government.	The level of compliance with DIS Communication Style Application guide. Compliance measured against: <ul style="list-style-type: none"> • Accessibility guidelines: https://www.accessibility.sa.gov.au/introduction/accessibility-guidelines • Non-digital accessibility info: https://www.accessibility.sa.gov.au/introduction/non-digital-services DIS responsiveness to requests for alternative formats.	Marketing, Communication s and Industry Partnerships	Ongoing	External
Provide supports and resources to DIS employees to ensure that public events planned by DIS will include planning for disability access and inclusion requirements in line with recognised best practice guidelines and toolkits.	Snap-shot fact sheet and event checklist provided to all groups organising public events. Feedback mechanism developed, monitored and reported against.	Marketing, Communications and Industry Partnerships	Ongoing	External

3. Accessible communities

Priority 9: Access to Services

Action	Indicator	Lead Directorate	Timeframe	Focus
Identify and address areas for improvement for accessibility to offices, public buildings and training facilities.	Improvements implemented as identified.	All DIS Group Directors	Ongoing	External
Through codesign with stakeholders, ensure DIS occupied leased sites meet the Disability (Access to Premises Buildings) Standards.	High priority items in respect to building accessibility are resolved.	Finance and Business Services	Annually	Internal and External
Review and improve the current wellbeing and inclusion offerings for employees to reflect an inclusive culture that recognises the different lived experiences of disability. Examples could include Employee Assistance Program, IDDP or other days of recognition.	Satisfaction level reflected in staff survey tools and participation levels in DIS campaigns.	People and Performance	April 2021	Internal

4. Learning and employment

Workforce participation is fundamental to social inclusion. It provides economic independence and choice, social connections and friendships, value, identity and belonging. It is our aim that people living with disability have access to inclusive places of study and that education and training provides pathways to meaningful and inclusive employment and volunteering opportunities.

Priority 10: Better supports within educational and training settings

Action	Indicator	Lead Directorate	Timeframe	Focus
People				
Update Foundation skills project guidelines to promote the inclusion of people with disability who need to improve their foundation skills in order to transition to further training, VET, traineeships, apprenticeships and employment.	ACE guidelines for 2021-22 updated. Partnerships with a community organisation to deliver this explored. Checklist or principles in developing community education projects for people with disability co-designed.	Skills Planning and Initiatives	June 2022	External
Ensure that young people with disabilities access funded training opportunities and associated services by embedding requirements for inclusion and accessibility into DIS policies and procedures.	Use of the LSS Self-Assessment for students accessing subsidised training reflects an increase in embedding disability access and inclusion into student support services.	Skills Planning and Initiatives Traineeship and Apprenticeship Services (incl SSA)	Annual	External
Explore strategies and activities to recognise best practices in student supports by training providers. Support the integration of the Disability Standards for Education with RTOs.	VET trainers and assessors of Disability qualifications in VET are supported through the pilot program.	Skills Planning and Initiatives	June 2022	External
Pilot the implementation of these through the Industry Currency pilot for VET trainers and assessors of Disability qualifications in VET.				
Continue to lead in the implementation of the Upfront Assessment of Need as the gateway for all students to access subsidised VET training.	UAN compliance for all RTOs monitored. Review of UAN undertaken.	Skills Planning and Initiatives	December 2021	External
Provide opportunities for VET educators to build their capabilities in teaching and learning for students living with disabilities.	Building Capabilities program.	Skills Planning and Initiatives	Annually	External

4. Learning and employment

Workforce participation is fundamental to social inclusion. It provides economic independence and choice, social connections and friendships, value, identity and belonging. It is our aim that people living with disability have access to inclusive places of study and that education and training provides pathways to meaningful and inclusive employment and volunteering opportunities.

Priority 10: Better supports within educational and training settings (cont.)

Action	Indicator	Lead Directorate	Timeframe	Focus
Systems				
Target the recruitment of people living with disability through the graduate and traineeship programs.	DIS graduates and trainees living with disability in each intake.	People and Performance	June 2021	Internal
Grant Special leave with Pay (SLWP) to employees caring for a dependent living with disability in line with current policies and procedures, including consideration to flexible working arrangements.	Delegates to approve SLWP and/or WFH requests of employees caring for a dependent living with disability in line with current policies and procedures.	People and Performance	June 2021	Internal

Priority 11: Skill development through volunteering and support in navigating the pathway between learning and earning

Ensure that students with disabilities access post course transition support as provided by Learner Support Services, and/or warm referrals to Employment Service Providers	Students living with disability access subsidised Learner Support Services, where needed.	Skills Planning and Initiatives Traineeship and Apprenticeship Services	June 2021	External
Develop strategies to increase industry and business awareness of cohort participation (including people living with a disability), in Skilling South Australia projects."	Skilled Careers website and/or Electronic Direct Mail includes references to current project that include participants living with disability	Skills and Workforce Capability Group	Ongoing	External

4. Learning and employment

Priority 12: Improved access to employment opportunities and better support within workplace

Action	Indicator	Lead Directorate	Timeframe	Focus
People				
Provide avenues for employees living with disability to provide feedback on the DAIP including suggestions for improvement.	DAIP reviewed annually.	People and Performance	Annually	Internal
Ensure Human Resource policies and recruitment and selection processes support disability accessibility and inclusion. Review and revise policies and procedures as necessary and support divisions to implement.	Policies and procedures highlight inclusiveness and/or support in how to successfully recruit people with disability and retain those employees.	People and Performance All divisions	Annually	Internal
Liaise with registered disability organisations to increase opportunities for recruitment through improvement of referral process. Build capability and confidence of Managers and Team Leaders in the recruitment, selection and design of supports for suitably qualified persons with disabilities.	Successful recruitment outcomes for people living with disability through registered disability recruitment organisations. The recruitment of people living with disability for suitable vacancies is considered by all Groups prior to placing advertisements in I Work for SA.	People and Performance All divisions	June 2021	Internal
Channels				
Ensure all DIS training material is accessible to employees living with disability (online; face to face; PDF; Text format). Including for groups engaging training providers.	Training material is available in accessible formats as necessary.	People and Performance Groups engaging training providers	Ongoing	Internal
Conduct workplace assessments to identify barriers for employees living with declared disability	Workplace assessment conducted within one week of request.	Business units in conjunction with Work Health and Safety.	As required	Internal
Implement solutions to barriers identified through workplace assessments.	Employees living with disability are provided the necessary equipment and aids required to fulfil the requirements of their role. Building modifications undertaken as appropriate.	Business units in conjunction with Work Health and Safety	One month from completion of workplace assessment for equipment purchase	Internal

Development of the DIS DAIP

Consultation Process, Findings and Strategies

As a public department, DIS represents services to significant portions of South Australians – from students in VET training such as apprentices and trainees, to employers of a DIS-subsidised skilled workforce, to migrants enjoying their new lives in South Australia, to people working in specialist industries such as the Creative Arts, cyber-security, the Sciences and Innovation fields. So, while DIS remains a small department in terms of overall staffing, the reach of DIS into families, communities and the South Australian economy is significant.

The engagement process included the following key steps:

- A review of plans from several government departments (as available on YourSay) and the previous plan under the Department for State Development provided the baseline draft for DIS.
- This plan was made available for public consultation through YourSay and on the DIS website and intranet. From the office of the CE, a list of key stakeholders were directly approached in writing for comment on the plan.
- An extensive staff consultation was undertaken, with the intent of actively seeking feedback on areas for improvement (weaknesses) and areas for strengthening (where DIS is currently making progress). This was critical for increasing awareness of access and inclusion for persons living with disability and for building ownership of and support for the actions DIS is responsible for.
- All staff were consulted directly through virtual meetings in small business units. In these sessions, staff were encouraged to respond to the online survey and/or in writing directly to the working group responsible. Staff self-nominated to participate in focus groups and as representatives of their teams to progress the work on the DAIP.
- Final feedback from staff and external stakeholders was worked through by focus groups of DIS staff including staff identifying as living with disabilities, or staff supporting or caring for family members living with disability.

Development of the DIS DAIP

Consultation Process, Findings and Strategies (cont)

Three formal written submissions from external stakeholders from the disability sector were received, in addition to the feedback through the survey.

43 individual responses to the survey were received. 9 of the respondents were people living with disability, and a further 12 were either family members of a person with a disability or their support person. 27 of the respondents were staff employed by the Department for Innovation and Skills.

Feedback confirmed that the plan provided a solid foundation for the Department to move towards improved practices for the accessibility and inclusion of people living with disability. Constructive inputs from all parties on general principles and specific actions in the plan were received. These included suggestions for improving how actions and indicators were written, reference to best practice standards within the sector, and particularly emphasized the critical need for framing inclusion and access positively so that an inclusive culture is embedded within all areas of work within the Department. Common through all the internal and external feedback was the need to build a greater understanding of disability – including hidden disabilities – and to celebrate the diversity this brings into an organisation. Co-design, organisational culture, recognising the lived experience of people with disability, how language is used, and elements related to physical infrastructure and ICT were all discussed as part of the feedback received.

The internal focus groups incorporated responses which resonated with the Departments' focus on innovation, best practice, building capability and helping South Australia realise it's aim of supporting the growth of our local economy, so that we can bring prosperity and opportunity for all.

Relationship to other policies, strategies, frameworks

The DIS Disability Access and Inclusion Plan aligns with the following policies, strategies and frameworks:

[South Australian State Disability Inclusion Plan](#)

[OCPSE Diversity and Inclusion Strategy](#)

[OCPSE Disability Employment Strategy and toolkit](#)

DIS Diversity and Inclusion Strategy

DIS recruitment Policy

DIS Diversity and Inclusion Policy

DIS Flexible Working policy

DIS Complaints Policy

DIS Reconciliation Action Plan

Implementation Process

The DAIP outlines clearly the lines of responsibility for each of the actions and indicators. Within DIS, the Disability Access and Inclusion Plan working group has been responsible to date for the development and consultation on the plan. In the coming year, this working group will support the Diversity and Inclusion Working Group in monitoring and reporting progress against the plan.

The Plan will be published internally on the Intranet and follow-up engagement sessions will be planned with all business units. The intent with these sessions will be to continue to lead the development of activities and actions within each business unit, so that the principles of inclusion and accessibility become embedded within the organisational culture of DIS at every level.

It will be published on the Agency website for public access in an accessible format.

DIS will continue to seek to further engage people with disability in the review of the Plan so that future actions are co-designed where reasonable and reflect goals and outcomes that will have the significant impact on people living with disability.

Acknowledgments

The DIS Disability Access and inclusion plan is the result of the work of many people. We thank and acknowledge the contribution of staff, clients, stakeholders and disability organisations and members of the public who engaged with the plan and provided valuable feedback.

Glossary and Definitions

DIS – Department for Innovations and Skills

DAIP – Disability Access and Inclusion Plan

ABS – Australian Bureau of Statistics

OCPSE – Office for the Commissioner of Public Sector Employment

CE – Chief Executive

ED – Executive Director

HR – Human Resources

Co-design - A range of activities and processes used in the design of services and products that involve people who use or are affected by that service or product.

Universal design - Universal design involves creating facilities, built environments, products and services that can be used by people of all abilities, to the greatest extent possible, without adaptations.

Glossary and Definitions (cont.)

ACE Guidelines – Guidelines for the provision of Adult and Community Education programs, delivered through community-based organisations

LSS Self-Assessment - A self-assessment undertaken by an RTO on their Learner Support Services (LSS)

VET trainers – Trainers and Assessors for Vocational Education and Training programs at public and private RTOs

UAN compliance - Upfront Assessment of Need compliance (all RTOs need to implement the UAN as part of the enrolment of students in subsidised VET training)

RTO – Registered Training Organisation

Building Capabilities Program – Professional development opportunities for RTO staff to enhance the delivery of high quality training and assessment.

SLWP – special leave with pay

WFH – work/ing from home

Glossary and Definitions (cont)

Include definitions, abbreviations and explanation of terms that may be unfamiliar

Resources and networks to be further consulted :

The Office of the Commissioner for Public Sector Employment chairs the South Australian Public Sector Disability Employment Reference Group, which has representatives from agencies across government. The role of the Reference Group is to establish a Community of Practice, and collaborate to share agency strategies and resources to support the recruitment and retention of people with disability across the public sector.

OCPSEEmploymentPrograms@sa.gov.au

Contact

For more information and enquiries, please email the DIS Culture and Capability team at DIS.CC@sa.gov.au



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Department for
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