



DEPARTMENT OF TREASURY AND FINANCE

Disability Access and Inclusion Plan

2026-2030



Government
of South Australia
Department of Treasury
and Finance

Acknowledgement of Country

The Department of Treasury and Finance acknowledges Aboriginal people as the state's first peoples, nations and Traditional Owners of South Australian land and waters.

We recognise that their unique cultural heritage, customs, spiritual beliefs and relationship with the land are of ongoing importance today. We pay our respects to Elders past, present, and emerging leaders of the future.



Artwork by Brooke Rigney (Rigney-Lively), a proud Ngarrindjeri and Kaurna woman.



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Message from Under Treasurer Tammie Pribanic

I am pleased to share the Department of Treasury and Finance's Disability Access and Inclusion Plan 2026–2030, which reaffirms our commitment to building an inclusive, accessible and equitable department.

Our Disability Access and Inclusion Plan (DAIP) aligns with the government's State Disability Inclusion Plan 2025–2029 and reflects our commitment to lead with integrity, fairness and respect for all South Australians.

The DAIP has been shaped through meaningful consultation with employees who have lived experience of disability and staff with expertise in accessibility and inclusive design. I want to thank the staff who shared their insights and experiences. Your contribution has directly informed the priorities and actions in the DAIP.

Key themes from our consultation include flexible work, digital and physical accessibility, inclusive recruitment, psychological safety, emergency planning and ongoing education. These themes guide the practical steps we will continue to take to support a workplace where everyone can thrive.

We will continue to receive advice from our Disability Inclusion Network (DIN) and the Equity, Diversity and Inclusion (EDI) Working Group in implementing the DAIP.

This DAIP is a living document. We will measure our progress, report openly and continue to listen to people with disability as we refine our approach.

Thank you to our Executive Sponsor, David Price, our DAIP Working Group and the EDI Working Group, and all the staff involved in shaping the DAIP. By working together, we can ensure inclusion remains central to our work.

Message from Executive Sponsor of Disability Inclusion David Price



Our Disability Access and Inclusion Plan 2026–2030 is not aspirational; it is core to how we work, how we lead and how we serve South Australians.

This DAIP aligns with the State Disability Inclusion Plan 2025–2029, and it also reflects our obligation to model best practices across government. This means removing barriers in our own systems, considering technical and professional barriers to participation, and making deliberate, practical changes that improve access, safety and participation for people living with disability.

This DAIP has been shaped by staff with lived experience of disability and those with deep expertise in accessibility and inclusive design. I would like to thank the employees who contributed openly and constructively to this outcome. Their insights were direct and, at times, challenging - and they needed to be.

The priorities in this DAIP reflect real experiences of flexible work, digital and physical access, inclusive recruitment, psychological safety, emergency planning and education. This is the present and the future of work. Improving our understanding, and making our environment and practices purposely accessible and inclusive will determine how people can bring their whole selves to work and participate to their fullest.

The DIN and EDI Working Group have committed to turn this DAIP into action. We will track progress, be transparent about outcomes and hold ourselves accountable for delivery. This is a living document, which means we have the flexibility to continue to listen, adjust and improve without losing momentum.

Inclusion requires leadership at every level. This DAIP sets the direction. Our commitment is to implement the DAIP and continue to build a great place to work for all Department of Treasury and Finance (DTF) employees.

About us

The Department of Treasury and Finance (DTF) is the lead agency for economic, financial and digital policy outcomes. We play a vital role in providing services to the community and policy advice to the Government of South Australia.

Our responsibilities include managing the State Budget process, preparing the State Budget and Mid-Year Budget Review, overseeing government-wide financial management systems, setting the digital and cyber strategy for the South Australian public sector, and ensuring compliance with legislative and reporting requirements. We also provide procurement services, asset and liability management, collection of state taxes, insurance, and superannuation.

The DTF Disability Inclusion Network (DIN) and the Equity, Diversity and Inclusion (EDI) Working Group are key staff-led groups within DTF that play an important role in advancing the goals of the DTF Disability Access and Inclusion Plan (DAIP) 2026-2030. The DIN provides a supportive space for employees living with disability to share experiences, offer peer support, and contribute feedback on workplace policies and practices. The EDI Working Group brings together staff from across DTF to champion diversity, equity, and inclusion initiatives, including those focused on disability. Both groups are actively involved in the development, review, and implementation of the DAIP, ensuring that the voices of people with disability are heard and that actions are practical, relevant, and embedded in everyday operations. Their ongoing collaboration helps DTF create a more inclusive and accessible workplace for everyone.



Our vision

Our vision for disability access and inclusion is to foster a South Australian community where people with disability can participate as equal citizens, feel connected, and are empowered to thrive. Our DAIP is aligned with the State Disability Inclusion Plan 2025–2029 and focus on removing barriers to inclusion, promoting universal design, and embedding inclusive practices across all operations. Key objectives include ensuring accessible environments and communications, supporting inclusive communities and attitudes, providing equitable employment opportunities, and actively involving people with disability in decision-making. Our DAIP emphasises measurable actions—such as accessible events, disability awareness training, workplace inclusive practices, and regular consultation with people living with disability—to drive systemic change and uphold the rights, dignity, and contributions of people living with disability.



***Empowering people with disability
to thrive as equal citizens.***

Our workplace/staff

As of November 2025, 2.5% of our workforce disclosed they are living with disability. We have sought to drive disability inclusion through the EDI Working Group, purposely seeking members with lived experience of disability. This lived experience will provide tangible, measurable targets that will drive improvements for all our employees, moving towards 'inclusion for all', rather than 'workplace adjustments' for people living with disability. The change of focus to purposeful inclusion transforms the entire system, embedding accessibility and equity within DTF. It fosters belonging, reduces stigma, and improves outcomes for everyone, not just those who disclose a disability.

Strategic context

Our DAIP is shaped by a strong strategic and legislative framework that guides its commitment to accessibility and inclusion. Central to this is the *Disability Inclusion Act 2018* (SA), which requires state authorities to develop and implement plans that promote the rights and participation of people with disability. At the national level, Australia's Disability Strategy 2021–2031 provides a unified vision for improving the lives of people with disability, emphasising equal opportunity, inclusive communities, and accessible services. Internationally, the United Nations Convention on the Rights of Persons with Disabilities underpins these efforts, affirming the rights, dignity, and full participation of people with disability in all aspects of society. Together, these frameworks ensure that our DAIP is both locally relevant and globally informed, supporting a culture of inclusion and continuous improvement.





Purposeful inclusion transforms the entire system, embedding accessibility and equity within DTF.

DAIP development

Consultation

We recognise that the most effective way to develop an access and inclusion plan is through co-designing with individuals who have lived experience of the identities represented in the plan. Eleven DTF employees with lived experience of disability, along with the DTF Organisational Development team, were part of the co-design process, together with 3 employees with expertise in the areas of digital technology and accessible design.

The themes that emerged from the co-design are:



Flexible working and Working From Home (WFH)

Remote work, flexible hours and outcome-based management are essential for inclusion.



Supportive leadership and team culture

Manager flexibility, open communication and peer support drive positive experiences.



Physical accessibility and workstation adjustments

Adjustable desks, ergonomic setups and assigned desks are important aspects of built environment inclusion.



Sensory environment and quiet spaces

Sensory overload is a major challenge. Quiet rooms, sensory rooms and noise-cancelling options are valued.



Inclusive recruitment and onboarding

Clear processes, advance questions and support persons in interviews are seen as important mechanisms for workplace inclusion.



Assistive technology and digital accessibility

Plain language and easy to read communications benefit all. Screen readers, voice-to-text, AI tools such as Copilot and accessible websites are used frequently by people living with disability.



Meetings and communications

Advance agendas, online attendance options, structured facilitation and written summaries support inclusion.



Emergency procedure and Personal Emergency Evacuation Plans (PEEPs)

There is low awareness of PEEPs across DTF, with a need for education. Buddy systems and sensory considerations during alarms and evacuations should be considered.



Disclosure, stigma and psychological safety

Fear of stigma delays disclosure. Peer forums and informal networks help.



Ongoing education and awareness

Disability inclusion training, especially for managers, is seen as an important mechanism for a safe and informed workplace culture. Training provided at induction and at ongoing regular intervals is important.

The themes from the co-design process, together with the consultation process undertaken for the development of the State Disability Inclusion Plan 2025-2029, informed the development of the domains, priority areas, and mandatory measures that underpin both the State Plan and our DAIP.





Relationship to other policies, strategies, frameworks

Our DAIP is guided by and aligned with two key organisational policies; the Respectful Treatment at Work Policy and the Flexible Working Arrangements Policy. These policies work to ensure that all DTF employees are treated with respect and that people's individual circumstances are taken into account when supporting people in the workplace. Our DAIP is also connected to other EDI frameworks, including White Ribbon Accreditation, the DTF Gender Equity and Respect (GER) Plan and the DTF Reconciliation Action Plan (RAP). These frameworks are interrelated, acknowledging the intersectionality of identities and life experiences that may result in barriers to inclusion. For example, there are actions within our DAIP that are specific for Aboriginal and Torres Strait Islander people who live with disability.

We recognise that people's identities and experiences intersect, which can create different barriers to inclusion.

Achievements

Over the past 3 years, we have made strong and sustained progress in advancing disability access and inclusion across our workforce, systems and culture. A key achievement has been embedding disability awareness into everyday practice, including mandatory disability awareness training for all employees as part of induction, alongside ongoing learning and awareness activities. We have also consistently marked initiatives such as International Day of People with Disability, using lived-experience speakers and inclusive communications to build understanding, challenge assumptions and foster a culture of respect and inclusion.

We have strengthened governance and participation by ensuring people with lived experience of disability are actively involved in shaping policy and practice. The establishment and ongoing operation of the DIN has provided a safe and influential staff reference group that informs the development, delivery and monitoring of our DAIP. This has supported more meaningful co-design and consultation, while accessibility considerations have been increasingly embedded into workplace practices, including accessible events, inclusive communication standards and improvements to physical and digital environments.

More recently, we have consolidated this progress through stronger leadership accountability and future-focused planning. The appointment of an Executive Sponsor of Disability Inclusion has elevated visibility and senior ownership of this work, while staff engagement and co-design have informed the development of our DAIP. Together, these achievements demonstrate our ongoing commitment to removing barriers, amplifying lived experience, and positioning DTF as an inclusive and supportive employer for people living with disability.



DAIP actions



Domain 1: Inclusive environments and communities

Outcome Statement

A South Australia where all people with disability can participate as equal citizens and feel connected to their communities.

Objective

To influence community attitudes to remove discrimination and build a South Australian community that values difference and respects the contributions people with disability make to our communities. This includes ensuring the community itself is fully accessible.

* = mandatory measures prescribed by the Department of Human Services (DHS) to all government agencies

Priority Areas



1. Active participation



2. Inclusive communities and attitudes



3. Universal design



4. Accessible facilities



5. Communications and information



6. Transportation



7. Collaboration, consultation and innovation



8. Housing



Priority Area 1: Active participation

Outcome: People with disability are active participants in accessible and inclusive communities.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
1	Ensure all events follow best practice event management principles.	1.1.2	* The number of inclusive and accessible events, both internal and external, with 50+ people following best practice event management principles. For example, the Accessible and Inclusive Community Events Toolkit.	Dec 2027	Strategic Communications and Stakeholder Engagement



Priority Area 2: Inclusive communities and attitudes

Outcome: People with disability are respected and included in their communities, where inclusive attitudes and behaviours and widely demonstrated.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
2	Provide all new and existing DTF employees with information about working with people living with disability, including completion of Disability Awareness training at induction.	1.2.1	* The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including: - The number of staff and volunteers participating in disability awareness training, including Universal Design. - The development of resources to support managers, colleagues and people living with disability to thrive in the workplace (see actions 26, 27 and 31).	Dec 2028	Organisational Development
3	Raise the understanding of disability access and inclusion through proactive disability awareness campaigns, including the celebration of International Day of People with Disability and autism and neurodiversity inclusion initiatives.	1.2.2	* The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including: - The number of workplace initiatives promoting disability inclusion. - The number of workplace initiatives promoting autism and neurodiversity inclusion.	Dec 2030	Organisational Development Strategic Communications and Stakeholder Engagement
4	Progress Closing the Gap targets for Aboriginal and Torres Strait Islander people living with disability, including leading Priority Reforms 2 and 4.	1.2.3	* The number of actions embedded in our DAIP working towards Closing the Gap targets.	Dec 2030	Strategic Policy and Data Analytics



Priority Area 3: Universal Design

Outcome: Everyone in South Australia can access and enjoy inclusive and accessible natural and built environments.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
5	Continue the DTF upgrading schedule, all DTF worksites assessed for compliance under the <i>Disability Discrimination Act 1992</i> (DDA) and Universal Design principles and implement a plan for new sites and sites that require ongoing improvement. These improvements include; upgrading entryways such as the revolving doors at the State Administration Centre and widening sliding access doors; upgrading bathrooms including providing an ambulant toilet in each bathroom and a DDA-compliant bathroom on every second level; meeting rooms have wide entranceways and light switches at an accessible height; and ensuring that staff kitchens on each level have DDA-compliant sinks.	1.3.2	* The number of public-facing government buildings, spaces and infrastructure that are modified to improve accessibility.	Dec 2028	Facilities



Priority Area 5: Communications and information

Outcome: People with disability can find the information they need in the format(s) they need it in.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
6	Ensure that online resources and materials on our website and intranet are available in a range of accessible formats including Easy Read.	1.5.1	* The number of resources or materials that have been developed in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard or above, Auslan translations and Easy Read documents. Content creators to undertake Easy Read content production training.	Dec 2027	Strategic Communications and Stakeholder Engagement
7	Update Super SA digital platforms to ensure content is available in a range of accessible formats including Easy Read format across the website, member portal and mobile app.	1.5.1	Number and percentage of Super SA digital platforms (website, member portal and mobile app) that meet WCAG 2.2 Level AA accessibility standards and include Easy Read content for key information.	Dec 2030	Super SA

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
8	Investigate the implementation of alternative emergency tools within the DTF Emergency Warning and Intercommunication System, such as the integration of visual notifications of fire alarms on television screens installed in meeting rooms and push notifications to laptops (Australian Standard 1670).	1.5.2	* The number of Auslan, assistive listening devices, and augmentative and alternative communication services provided to meet support needs, including at emergency presentations. For example, during bushfires, or floods, where timely communication support is essential.	Dec 2030	Information and Technology Facilities Strategic Communications and Stakeholder Engagement Governance, Risk Assurance Service Safety and Wellbeing
9	Promote Personal Emergency Evacuation Plans (PEEPs) annually across DTF through multiple communication channels, to increase awareness and uptake among employees living with a disability.	1.5	The number and variety of communication channels that promote PEEPs.	June 2028	Safety and Wellbeing



Priority Area 7: Collaboration, consultation and innovation

Outcome: People with disability are actively involved in government decisions that affect their lives.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
10	Embed inclusive engagement practices in all public consultations. This includes targeted outreach, accessible formats, and collaboration with disability advocacy groups and ACCOs through partnership with the South Australian Aboriginal Community Controlled Organisation Network (SAACCON).	1.7.1	* The number of public consultations that included and sought input from people with disability, including engagement with Aboriginal Community Controlled Organisations (ACCOs).	Dec 2030	Strategic Policy and Data Analytics Commercial and Procurement Strategic Communications and Stakeholder Engagement
11	Continue to support representation of employees living with disability on the DTF EDI Working Group, the Disability Inclusion Network (DIN), the Work Health and Safety (WHS) Committee and the Emergency Planning Committee (EPC).	1.7.2	* The number of people with disability including parents and carers, serving on committees and working groups.	Dec 2026	Organisational Development
12	Co-design and review our DAIP in collaboration with employees living with disability, with an annual review as part of the legislated annual report to Inclusive SA.	1.7	Number of co-design interviews and minutes of DAIP meetings with employees living with disability.	Dec 2027	Organisational Development

DAIP actions



Domain 2: Education and employment

Outcome Statement

A South Australia where all people with disability benefit from inclusive educational experiences, equitable employment opportunities and financial security.

Objective

To ensure equal opportunity to learning and earning is achieved by addressing the barriers and obstacles people with disability of all ages continue to face at all levels of the education and employment experience.

Priority Areas



1. Targeted knowledge, understanding and support



2. Supports and resources for children and young people



3. Targeted transitional supports



4. Access to employment opportunities



5. Inclusive working environments



6. Data and reporting

* = mandatory measures prescribed by DHS to all government agencies



Priority Area 3: Targeted transitional supports

Outcome: People with disability have supportive environments to learn, grow, and transition throughout their life.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
13	N/A – DTF does not have volunteer roles within the agency.	2.3.5	* The number of initiatives taken to encourage people with disability to volunteer.	Dec 2030	N/A
14	Investigate the development of targeted support to graduates living with disability through our Academy program.	2.3.1	The number of initiatives undertaken by DTF Academy to support graduates living with disability.	Dec 2030	DTF Academy
15	Extend the CTPIR Capacity Building Placement for People with Disability Program to Super SA and investigate broadening across DTF branches.	2.3.1	An increase in the number of Capacity Building Placements across DTF branches.	Dec 2030	CTPIR Super SA Branch heads



Priority Area 4: Access to employment opportunities

Outcome: People with disability have opportunities to achieve, develop and succeed in their chosen fields.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
16	Pursue best practice approaches to the recruitment of people living with disability, including ensuring the Employee Value Proposition is communicated in an inclusive way, to encourage recruitment of people living with disability.	2.4.3	* The number of organisational changes adopted to improve inclusive recruitment for people with disability. For example, tailoring roles to fit individuals and employer incentives.	Dec 2030	Workforce Operations
17	Include the DTF Diversity and Inclusion statement in all job advertisements.	2.4.3	The DTF recruitment template is updated to include the Diversity and Inclusion statement.	Dec 2027	Workforce Operations
18	Ensure inclusive interview practices and accessibility options are available and communicated throughout the interview process to support applicants with disability. Inclusive practices includes: • Providing information about adjustments in all interview communications • Providing support for any questions, specific requirement or accessibility needs for participation in the interview.	2.4.3	The number of inclusive interview practices available and communicated across DTF.	Dec 2028	Workforce Operations

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
19	Review and update recruitment communications and resources to ensure inclusive language and clear guidance on disability access and support.	2.4.3	- Recruitment intranet page and selection panel resources updated to include guidance on disability access and inclusion. - Recruitment and selection checklist includes a step to ask all shortlisted applicants whether they require adjustments or assistance to participate in the interview.	Dec 2028	Workforce Operations
20	Communicate and raise awareness of inclusive recruitment practices for recruiting managers and develop consistency of wording in job advertisements.	2.4.3	Consistent inclusive wording embedded across job advertisements, and inclusive recruitment guidance incorporated into recruitment and selection resources.	Dec 2028	Workforce Operations All branches
21	All employees, including recruiting managers complete unconscious bias training to ensure people living with disability are not subjected to personal biases during the recruitment process.	2.4.3	Completion rates for mandatory unconscious bias training.	Dec 2030	Organisational Development
22	Ensure mandatory training modules are accessible to all DTF employees.	2.4.3	Mandatory and eLearning modules meet accessibility requirements, including WCAG 2.2 Level AA standards, captions and/or transcripts, and alternative accessible formats where required.	Dec 2030	Organisational Development



Priority Area 5: Inclusive working environments

Outcome: People with disability have access to supportive places to earn.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
23	Provide a range of reasonable workplace adjustment options for employees, including flexible working arrangements, and ergonomic adjustments.	2.5.1	* The number of workplace practices implemented to support people with disability to have equal opportunities for growth and success, including support to remain in employment. For example, flexible work arrangements, workplace adjustments and mentoring programs.	Dec 2030	Workforce Operations Safety and Wellbeing
24	Ensure prompt response to individual staff needs for workplace modifications or support is undertaken.	2.5.1	Percentage of ergonomic corrective actions closed within 1 month.	Dec 2027	Safety and Wellbeing
25	Review and update workstation ergonomic guidance to support conversations for reasonable modification requirements.	2.5.1	Workstation ergonomic guidance reviewed and if necessary updated to support reasonable modification conversations, with revised guidance published for managers and employees.	Dec 2028	Safety and Wellbeing
26	Support all employees, including those living with disability, to access flexible working arrangements, in accordance with the department's policy.	2.5.1	Percentage of staff with flexible working arrangements.	Dec 2030	Strategic Communications and Stakeholder Engagement
27	Where new fit-outs or refurbishments occur, explore options to incorporate designated quiet working spaces across DTF sites to support diverse sensory needs.	2.5.1	Number of designated quiet working spaces across DTF workplaces.	Dec 2030	Facilities

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
28	Provide managers with a resource booklet on how to support staff living with disability, including information about the importance of regular check-ins to discuss accessibility needs and workplace adjustments.	2.5.1	Number of resources produced for managers that provide guidance on how to support employees living with disability.	Dec 2028	Organisational Development Workforce Operations
29	Provide employees with a resource booklet which includes communication guidelines, information about accessible tools and assistive technologies, and ways to assist colleagues during an emergency evacuation.	2.5.1	Number of resources produced for DTF employees that provide guidance on how to support colleagues living with disability.	Dec 2028	Organisational Development



Priority Area 6: Data and reporting

Outcome: People with disability benefit from state authorities working to improve disability data at both state and national levels.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
30	Continue to collect information on how many employees live with disability and provide regular reporting to EDI Working Group, People and Culture Committee and ELT.	2.6.2	* Development and implementation of data collection and reporting systems.	Dec 2026	Workforce Operations

DAIP actions



Domain 3: Personal and community support

Outcome Statement

A South Australia where people with disability can access quality, tailored personal and community supports addressing their individual needs.

Objective

To build a service system in South Australia that takes a person-centred approach that recognises the contributions and potential of all people with disability.

Priority Areas



1. Accessibility



2. Advocacy and supports



3. Information sharing



4. Family and carer support



5. Programs

* = mandatory measures prescribed by DHS to all government agencies



Priority Area 1: Accessibility

Outcome: People with disability can easily access community supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
31	Support community-based initiatives that meet the needs of people living with disability, including providing mandatory Disability Awareness training to frontline workers and additional training provided to members of the DTF DIN.	3.1.1	* The number of initiatives and improvements made to connect people with disability to community supports and services wherever they present. For example, referral hubs, mobile outreach, online information platforms, frontline worker training, and partnerships with community organisations.	Dec 2030	Organisational Development Revenue and Economics
32	Provide guidance to the South Australian public sector in ensuring social impact considerations are included in procurement strategies and projects. These social impact considerations include using Australian Disability Enterprises or Aboriginal businesses in their supply chain.	3.1.1	Inclusion of Australian Disability Enterprises and Aboriginal businesses as examples within DTF procurement guidance and training materials.	Dec 2027	Commercial and Procurement Accounting and Financial Services
33	Continue to provide support to relevant agencies in the implementation of South Australia's commitments under the National Agreement on Foundational Supports, including provision of modelling and costing support. The first phase of this work will be to roll out the Thriving Kids program for children under 9 with autism and/or developmental delay to commence by 1 October 2026.	3.1.1	Successful commencement of Thriving Kids by 1 October 2026.	Oct 2026	Strategic Policy and Data Analytics



Priority Area 2: Advocacy and supports

Outcome: People with disability are supported to make their own choices and use advocacy when needed to protect and promote their rights.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
34	Provide employees living with disability with a resource booklet to support them in understanding their rights in the workplace, and provide resources to inform them on how to advocate for themselves if those rights are not being met.	3.2.2	The number of resources available to DTF employees living with disabilities about their rights in the workplace.	Dec 2028	Organisational Development Workforce Operations



Priority Area 3: Information sharing

Outcome: People with disability receive more coordinated and effective support when services work together and share information.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
35	Participate in the Inclusive SA Community of Practice, including meeting attendance and participation in initiatives.	3.3.1	* The number of inter-agency meetings and initiatives to support the implementation of the State Plan and DAIP.	Dec 2026	Organisational Development
36	Partner with disability community services and people with lived experience of disability to provide information and training to members of the DTF DIN and/or EDI Working Group.	3.3	The number of information and training sessions provided by community-based disability services providers.	Dec 2028	Organisational Development



Priority Area 4: Family and carer support

Outcome: Carers and families, including siblings of people with disability are provided with dedicated supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
37	Support employees to provide care for family members living with disability, including access to carer's leave and flexible working arrangements.	3.4.2	The number of policies, procedures and resources in place to enable DTF employees to be carers for people living with disability.	July 2026	Workforce Operations

DAIP actions



Domain 5: Safety, rights and justice

Outcome Statement

A South Australia where all people with disability feel safe, have their rights upheld and have full and equal protection before the law.

Objective

To improve the safety and overall experience of people with disability coming into contact with our emergency services, criminal justice and civil law systems.

Priority Areas



1. Targeted knowledge, understanding and support



2. Responding to emergencies



3. Support and navigating the justice system



4. Consultation and collaboration



5. Safeguarding

* = mandatory measures prescribed by DHS to all government agencies



Priority Area 1: Targeted knowledge, understanding and support

Outcome: People with disability are understood, supported, and have their rights upheld, including within the justice system.

No..	Action	State Plan Measure	Measure	Timeframe	Responsibility
38	Provide mandatory online disability awareness training to all staff in DTF. In addition to this, customer-focused disability training on how to support clients with disability will be provided to managers of frontline, customer-focused employees (e.g. DTF Fines Enforcement and Recovery Unit (FERU), Revenue SA, Super SA and Shared Services SA (SSSA)). This training is centrally coordinated by Organisational Development, in consultation with branch heads.	5.1	Number and type of disability training sessions provided to frontline and customer-focused DTF employees.	Dec 2030	FERU, Revenue SA, Super SA and Shared Services SA (SSSA) Organisational Development



Priority Area 2: Responding to emergencies

Outcome: People with disability are kept safe during emergencies, with their needs planned for and prioritised.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
39	Provide a safe working environment with robust emergency response systems that support employees living with disability.	5.2.1	* The number of emergency response resources and systems developed for people with disability.	Dec 2028	Safety and Wellbeing
40	Provide new employees with the opportunity to complete a Personal Emergency Evacuation Plan (PEEP) at induction or prior to commencement, and explore options for annual review of PEEPs.	5.2.1	Review of PEEP procedure and recommendations for annual review of PEEPs.	Dec 2028	Safety and Wellbeing
41	Include information about PEEPs in localised branch induction training to ensure all employees are aware of PEEPs and how to complete one if required.	5.2.1	Review of the branch PEEP completed, and inclusion of PEEP information in induction training materials.	Dec 2028	Branch heads
42	Encourage people who complete a PEEP to nominate 2 or more appropriate 'buddies' (warden or colleague(s) or support people who will assist during emergency evacuation procedures.	5.2.1	PEEP template updated to include 2 or more nominated support people.	Dec 2028	Safety and Wellbeing



Priority Area 4: Consultation and collaboration

Outcome: People with disability are involved in the design and delivery of policies, programs and laws.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
43	Co-design and review our DAIP in collaboration with employees living with disability.	5.4.1	Number of co-design interviews and minutes of DAIP meetings with employees living with disability.	Dec 2026	EDI Working Group DIN
44	Involve members of the DTF EDI Working Group and the DIN in the review, design and delivery of EDI-related policies, programs and initiatives.	5.4.1	Number of EDI Working Group and DIN meetings per annum.	Dec 2029	EDI Working Group DIN Organisational Development



Priority Area 5: Safeguarding

Outcome: People with disability can access effective, inclusive and responsive safeguarding supports and services.

No.	Action	State Plan Measure	Measure	Timeframe	Responsibility
45	Provide and maintain systems to safeguard employees and clients living with disability, including relevant policies, grievance processes and safe forums such as the DIN, supported by regular policy reviews and triannual DIN reporting.	5.1	The number of safeguarding measures in place to ensure a safe and responsive workplace environment and service experience for people living with disability.	Dec 2026	Workforce Operations Branch heads Organisational Development

DAIP implementation

DTF is committed to ensuring that our DAIP is implemented in a way that is practical, accountable and embedded in everyday operations. Implementation of our DAIP is a shared responsibility across DTF, overseen by the DTF Executive Sponsor and supported by the EDI Working Group and the DIN. People with disability will continue to play a central role in the implementation, monitoring and review of our DAIP. The DIN and the EDI Working Group provide important forums for lived experience input, advice and ongoing co-design.

Branch heads and people leaders are responsible for embedding inclusive practices within their areas, including recruitment, onboarding, workplace adjustments, service delivery, digital accessibility, emergency planning and staff development. This approach ensures that disability access and inclusion is integrated into business-as-usual processes rather than treated as a standalone initiative.

Our DAIP will be actively communicated and promoted across DTF, to build awareness, understanding and shared ownership.

Progress against our DAIP will be monitored through measurable actions and reported using existing reporting mechanisms, in line with requirements under the Disability Inclusion Act 2018 (SA) and the State Disability Inclusion Plan 2025–2029. Regular progress updates will be provided to the Executive and shared with staff to support transparency and continuous improvement.



Acknowledgements

We would like to sincerely thank the DTF employees who generously contributed their time, insights and lived experience through the co-design process that informed the development of our DAIP.

Their openness, honesty and willingness to share personal experiences of disability, neurodivergence and caring responsibilities have been central to shaping a DAIP that is practical, relevant and grounded in real workplace experience. We are grateful to members of the DIN, the EDI Working Group and all staff who supported consultation, review and development activities. Your contributions have directly influenced the priorities and actions in our DAIP and will continue to guide its implementation and ongoing improvement.



Our DAIP is built on the generosity, insight and lived experience of DTF employees.

Glossary and Definitions

Accessibility

Ensuring people with disability can access workplaces, services, information, technology and environments on an equal basis with others.

Co-design

An approach where people with lived experience of disability work in partnership to design policies, services and solutions.

Disability

As defined in the *Disability Inclusion Act 2018 (SA)*, disability includes long term physical, psychosocial, intellectual, cognitive, neurological or sensory impairment that, together with barriers, may limit participation.

Disability Access and Inclusion Plan (DAIP)

A plan developed by state authorities to identify actions that improve access, inclusion and participation for people with disability.

Disability Inclusion Act 2018 (SA)

South Australian legislation that promotes disability inclusion and requires state authorities to develop and implement DAIPs.

Inclusion

Creating environments where people feel valued, respected and able to participate fully.

Lived experience

Knowledge gained through direct, first hand experience of disability or caring responsibilities.

Neurodivergence and neurodivergent

Neurodiversity recognises that there are natural variations in how people think, learn and process information. Neurodivergent describes people whose brain functions differ from what is considered typical, including some Autistic people.

Personal Emergency Evacuation Plan (PEEP)

An individual plan that outlines how a person will be supported to evacuate safely during an emergency.

Reasonable adjustment

A change made to a workplace, role, process or environment to remove barriers for a person with disability and enable them to perform their role effectively.

State authority

A government department, agency or local council as defined under the *Disability Inclusion Act 2018* (SA).

State Disability Inclusion Plan (2025–2029)

The South Australian Government's plan that sets statewide priorities for disability access and inclusion.

Universal Design

Designing environments, products and services so they can be used by as many people as possible without adaptation.





Appendix 1

Our SA Autism Strategy 2026-2029 Action Plan Commitments



Government
of South Australia

Department of Treasury
and Finance

Immediate actions – next 12 months

Note: All commitments, targets and actions listed below are mandatory, prescribed by DHS

Focus Area 3: Thriving in the workplace

Commitment 1: Improve knowledge, understanding and awareness of autism across the workforce.

Target	Actions	Lead(s)
Increase awareness of autism across the public sector workforce and the strengths and benefits of employing Autistic people.	Employ a range of initiatives to promote autism inclusion in the workplace, e.g. events, days of significance, internal staff communications/ newsletters, social media.	All state government agencies Data source: annual employee survey; event attendance log via MyCareer
Increase awareness of autism across the public sector workforce and the strengths and benefits of employing Autistic people.	Engage Autistic employees and employees with disability to provide advice and inform inclusion activities, including to assist in promoting days of significance.	All state government agencies

Commitment 2: Create an accessible, inclusive and welcoming public sector where Autistic people can thrive

Target	Actions	Lead(s)
Develop strategies to improve the overall health and wellbeing of Autistic public sector employees.	Continue to promote and provide Employee Assistance Program (EAP) services that are inclusive, culturally appropriate, neurodiversity-affirming and in a range of modes and formats to support the diverse communication styles of Autistic employees.	All state government agencies Data source: EAP promotional materials and distribution logs; intranet analytics showing EAP information access; communications records (emails, newsletters, campaign materials)

Focus Area 4: Access to supports and services

Commitment 1: Develop a centralised state information system to support access and navigation of available supports and services

Target	Actions	Lead(s)
Ensure resources and information about supports and services are updated, easily accessible and autism inclusive.	Deliver or review initiatives, platforms and systems (e.g. website content, accessible formats such as Easy Read) to connect Autistic people with information in various accessible formats across Government of South Australia supports and services.	All state government agencies

Commitment 3: Work with organisations to ensure evidence and research on autism can be effectively and efficiently translated into practice

Target	Actions	Lead(s)
Collaborate with subject matter experts when developing and implementing supports and services for Autistic people.	Collaborate with autism-specific organisations, where relevant, when developing and implementing policies, supports and services for Autistic people.	All state government agencies Data source: Organisational Development
Collaborate with the Autistic and autism community throughout the planning, development and implementation phases to ensure services are neurodiversity-affirming and are effectively meeting the needs of Autistic people.	Consult with reference groups and lived experience groups, where relevant, on autism-related matters to provide insights and guidance on identifying and addressing barriers to accessing services provided by the Government of South Australia.	All state government agencies Data source: DIN agendas, EDI Working Group agendas, emails and EDI reports

Commitment 4: Ensure neurodiversity-affirming and culturally appropriate services and supports are available

Target	Actions	Lead(s)
Ensure a wide range of neurodiversity-affirming and culturally appropriate services and supports are available, including to Autistic people who do not yet have an autism diagnosis.	Link and reference the State Autism Strategy and/or Autism Charter in the development of new strategies and initiatives, where appropriate.	All state government agencies Data source: Organisational Development
Improve data capturing strategies of diverse cohorts of people accessing state government services and supports.	Collect personal identifying data, where appropriate, during consultation to inform strategies and initiatives and capture the perspectives of the Autistic community.	All state government agencies Data source: Human Resource Management Systems

Staged actions – from 2027 to 2029

Focus Area 1: Pathways to diagnosis

Commitment 4: Create clearer and more consistent pathways to diagnosis for Autistic people of all ages

Target	Actions	Lead(s)
Raise public awareness regarding diagnostic pathways and ensure all information and resources are accessible and easy to navigate.	Develop and promote information, where appropriate, on autism to assist people and their families to access services, for example: • autism and disability specific information • supports for parents with disability, including autism.	All state government agencies Data source: event attendance log via MyCareer, website analytics

Focus Area 3: Thriving in the workplace

Commitment 1: Improve knowledge, understanding and awareness of autism across the workforce.

Target	Actions	Lead(s)
Ensure public sector employees undertake autism awareness and understanding training.	Ensure in-person and online autism awareness and understanding training is completed across the public sector workforce.	All state government agencies Data source: MyCareer, website analytics
Improve data collection systems to effectively inform autism inclusion across the public sector.	Explore opportunities to collect employee data on autism confidentially through public sector Human Resource Management Systems to better understand the number of Autistic people across the workforce and inform future initiatives.	Office of the Commissioner for Public Sector Employment and Shared Services SA (Department of Treasury and Finance), Data source: Human Resource Management Systems

Commitment 2: Create an accessible, inclusive and welcoming public sector where Autistic people can thrive

Target	Actions	Lead(s)
Embed autism inclusion into workplace policies and practices.	Review recruitment policies and processes to ensure they support reasonable adjustments and are responsive to the alternative ways Autistic employees can engage throughout the recruitment and training processes.	All state government agencies Data source: Workforce Operations
Embed autism inclusion into workplace policies and practices.	Review and implement reasonable adjustments procedures and flexible workplace arrangements that support all staff, including Autistic employees and parents and carers of Autistic people.	All state government agencies Data source: Workforce Operations
Embed autism inclusion into workplace policies and practices.	Review and update, where applicable, new starter forms to include an opportunity to identify as Autistic and/or neurodivergent to enable more accurate reporting and awareness in the public sector workforce.	All state government agencies Data source: Workforce Operations
Develop strategies to improve the overall health and wellbeing of Autistic public sector employees.	Identify appropriate mechanisms, including clear confidentiality, secure IT systems and privacy principles, to ensure Autistic employees feel safe, supported and confident to disclose that they are Autistic at the commencement of employment.	All state government agencies Data source: Workforce Operations Organisational Development

Commitment 3: Increase opportunities for Autistic people to gain meaningful and lasting employment

Target	Actions	Lead(s)
Develop programs and resources that support Autistic people to transition into meaningful employment in the public sector.	Deliver programs that target diversity and inclusion for Autistic people to gain practical workplace experience while undertaking higher education to support them into employment.	All state government agencies Data source: DTF Academy, Capacity Building Program
Develop programs and resources that support Autistic people to transition into meaningful employment in the public sector.	Review and implement opportunities for supported transition into employment programs for Autistic people transitioning into employment in the public sector to receive tailored supports, ensuring that Autistic people are supported initially and ongoing.	All state government agencies
Provide alternative workplace training and volunteer options that support Autistic people entering the public sector workforce.	Review and implement alternative and accessible workplace training options to support Autistic employees, including in a range of accessible formats and learning styles.	All state government agencies Data source: MyCareer
Provide alternative workplace training and volunteer options that support Autistic people entering the public sector workforce.	N/A – DTF does not have a volunteering program.	All state government agencies
Provide alternative workplace training and volunteer options that support Autistic people entering the public sector workforce.	Review existing peer support or mentoring programs to ensure they are inclusive of Autistic employees.	All state government agencies

Commitment 4: Consider alternative employment initiatives when transitioning from education to employment

Target	Actions	Lead(s)
Develop programs or supported pathways for Autistic students transitioning from education settings to employment across the public sector.	Review existing graduate programs to expand pathways for Autistic graduates from education settings to employment.	All state government agencies Data source: DTF Academy

Focus Area 4: Access to supports and services

Commitment 4: Ensure neurodiversity-affirming and culturally appropriate services and supports are available

Target	Actions	Lead(s)
Improve existing services to ensure they are streamlined, effective and efficient to meet the individual needs of Autistic people.	Review and update, where relevant, the customer service areas and experiences to ensure Autistic people feel supported when accessing services.	All state government agencies Data source:

Focus Area 5: Participation in the community

Commitment 2: Identify ways to improve accessible transport options and the accessibility of public spaces and venues, including signage and wayfinding tools

Target	Actions	Lead(s)
Improve public spaces and venues to be accessible and inclusive of Autistic people.	Review and include requirements around designing for the Autistic and autism community in state-based procurement guidelines.	Department of Treasury and Finance Data source: Procurement SA

Commitment 3: Partner with organisations, sporting clubs, local councils and community services to support inclusive initiatives for Autistic people of all ages

Target	Actions	Lead(s)
Collaborate with the Autistic and autism community to ensure activities and services are autism inclusive.	Consult with the Autistic and autism community, where appropriate, when planning and organising events to ensure they are autism inclusive, such as the inclusion of breakout or sensory spaces.	All state government agencies



Through awareness, accessibility and collaboration, we are creating a workplace where people with disability feel supported, valued and included.

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Department of Treasury
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This Disability Access and Inclusion Plan (DAIP) is available on the Department of Treasury and Finance website treasury.sa.gov.au.

If you require a copy in an alternative format, (such as Easy Read or a fully accessible Word version), please contact us.