



Disability Access and Inclusion Plan (DAIP)

2026-2030



Government of South Australia
Department of Primary Industries
and Regions

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Acknowledgements

The Department of Primary Industries and Regions acknowledges and respects Aboriginal peoples as the state's first peoples and nations. We recognise Aboriginal peoples as traditional owners and custodians of South Australian land and waters. We pay our respects to Aboriginal cultures and to Elders past, present and emerging. We appreciate the cultural and historical significance of connection to country and the vital role it plays in mental health and wellbeing. It is to be noted that the term 'Aboriginal' used throughout this document refers inclusively to Aboriginal and Torres Strait Islander people.

We acknowledge the individual and collective contributions of those with a lived and living experience of mental ill-health and suicide, and those who love, have loved and care for them. Each person's journey is unique and a valued contribution to Australia's commitment to mental health suicide prevention systems reform.

We would also like to acknowledge the input of all staff and industry partners who contributed to the development of this Action Plan. The willingness and vulnerability of many people to share with us their insights, experience and perspectives have been humbling and motivated us to ensure this plan makes a difference.

Message from the Chief Executive

At the Department of Primary Industries and Regions (PIRSA), our work supports the people, industries and regional communities that have long been the backbone of our economy, our identity and our future prosperity. This Disability Access and Inclusion Plan (DAIP) 2026-2030 is an important part of that responsibility. The plan sets out how we will improve access to our services and workplaces by removing barriers to ensure people with disability can engage with PIRSA on an equal basis. It reflects our aim to be practical, responsive and focused on the needs of all the people we serve.

People with disability are residents, contributors, colleagues and service users in our regions and industries, present across every community connected to our work. Our responsibility is to ensure information, programs, workplaces and services are accessible and shared respectfully. This plan outlines how we will continue to improve. It is not a one-off task. It is an ongoing commitment that shapes the way we work.

To do this well, we need to look inward. Supporting our staff, including staff with disability, to build a shared understanding of disability, inclusion and accessibility is essential to delivering meaningful change. By strengthening our internal capability through education, awareness and practical tools, we enable people to embed inclusive practice in their everyday actions. When our staff are informed, supported and empowered, our impact across the community grows.

The Disability Inclusion Act 2018 and the State Disability Inclusion Plan 2025–2029 set the direction for disability inclusion across government. Within this framework, PIRSA has a clear role. We must ensure services, programs and ways of engaging are accessible and inclusive so people with disability can participate fully – as growers, fishers, producers, small business owners, volunteers, visitors and staff.

Listening is essential to this work. Lived experience of disability informed the development of this plan and will continue to influence its delivery, supporting practical and meaningful actions and outcomes.

We recognise the progress made so far, but we also know there is more to do. Accessibility is not achieved once. It needs continued effort and a willingness to change how we work. This plan sets out clear actions that will help us continue to move forward.

Thank you to everyone who contributed their time, experience and ideas in developing this plan. By continuing to learn and adapt, PIRSA commits to becoming easier to access, easier to work with and more responsive to everyone we serve.



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This Disability Access and Inclusion Plan (DAIP) is available on the [PIRSA website](#).

If you require a copy in an alternative format, (such as Easy Read or a fully accessible Word version), please contact our Communications Team on pirsa.communications@sa.gov.au

About PIRSA

The Department of Primary Industries and Regions South Australia (PIRSA) delivers evidence-based policy, regulatory and compliance, research and development and program functions that support the growth and sustainability of South Australia's primary industries and regional economies. PIRSA works closely with industry, communities and stakeholders across metropolitan, regional and remote areas to support safe, productive and inclusive participation.

PIRSA operates a diverse range of workplaces, facilities and service delivery environments, including offices, regional sites and field-based operations. This diversity requires accessibility and inclusion to be embedded as core considerations in service design, communication and physical access to facilities.

Disability access and inclusion are supported through PIRSA's broader workforce and organisational frameworks, including workforce planning, employment and retention initiatives, flexible work practices, wellbeing strategies and ongoing cultural and capability development. These approaches align with PIRSA's commitment to inclusive service delivery, a safe and respectful workplace, and its aspiration to be an employer of choice within the South Australian public sector.

Strategic context

This plan is part of a broader commitment to inclusion and is guided by key frameworks:

- *Disability Inclusion Act 2018 (SA)* which requires state authorities to embed inclusive practices and develop DAIPs.
- State Disability Inclusion Plan 2025 - 2029 which sets the vision and priorities for an inclusive South Australia.
- Australia's Disability Strategy 2021 - 2031 which outlines national actions to improve outcomes for people with disability.
- *United Nations Convention on the Rights of Persons with Disabilities* which affirms the right to full and equal participation in society.

DAIP development

Consultation

The development of PIRSA's Disability Access and Inclusion Plan 2026–30 was informed by extensive consultation across the agency, engaging the full workforce to provide feedback, insights and lived experience. This included input from staff with disability, as well as employees who are parents, carers and family members of people with disability.

The plan was further shaped through consultation with executives and senior divisional stakeholders, including members of the Disability Access and Inclusion Working Group, some of whom bring lived experience. Together, this engagement has informed the priorities and actions of the DAIP, ensuring it reflects both strategic leadership perspectives and real workplace and service delivery experiences.

Disability Access and Inclusion Plan actions table

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.

Priority Areas for Domain 1

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 AND DATA SOURCES
1.	<p>Ensure all major PIRSA-hosted events apply best-practice accessibility and inclusive event management principles so people with disability can participate fully.</p> <p><i>Caveat: Initially in PIRSA flagship events (All staff forum and Industry Forum), with learnings scaled across future events.</i></p>	1.1.2	Number of PIRSA-led events that meet accessibility standards.	2026-2030	<p>Lead: Industry, Strategy and Partnerships (ISP – Communications)</p> <p>Support: Corporate Services (Assets and Facilities and Organisational Development)</p> <p><i>Data source: Guidance materials and accessibility checklist hosted on PIRSA.net.</i></p>
2.	<p>Collect participant feedback to inform continuous improvement of accessibility and inclusion standards.</p>		Attendee feedback is collected and used to evaluate the accessibility of major PIRSA-hosted events.	2026-2030	<p>Lead: Event Organisers</p> <p>Support: ISP (Communications) and Corporate Services (Organisational Development)</p> <p><i>Data source: Feedback collected and compiled by event organisers; ISP (Communications) to support feedback on flagship events.</i></p>

Priority Area 2: Inclusive communities and attitudes

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

NO.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY AND DATA SOURCES
3.	Continue delivering blended Disability Awareness training for frontline staff and managers - led by experts with lived experience, including Autism Awareness training in partnership with the Office for Autism.	1.2.1	<p>The number of initiatives undertaken to promote disability inclusion and improve community attitudes towards people with disability in the community, including:</p> <ul style="list-style-type: none"> • The number of staff and volunteers participating in disability awareness training, including Universal Design. 	2026-2030 (tracked annually)	<p>Lead: Corporate Services (Organisational Development)</p> <p><i>Data source: Learning Management System (myCareer).</i></p>
4.	Promote events and communication campaigns that advance disability and hidden disability inclusion: Strengthen awareness and participation in the International Day of People with Disability (IDPwD) and Autism Awareness Day.		<p>The number of workplace initiatives promoting disability inclusion.</p>	2026-2030	<p>Lead: ISP (Communications)</p> <p>Support: Disability Access and Inclusion Working Group (DAIWG)</p> <p><i>Data source: Calendar of events and published comms.</i></p>

5.	Explore options for implementing the Sunflower initiative to support individuals with hidden disabilities.				<p>Lead: Major Programs and Regions</p> <p>Support: ISP (Communications)</p> <p><i>Data source: Communication records/ number of Sunflower lanyards issued.</i></p>
6.	Report on DAIP initiatives that supports Closing the Gap targets in South Australia's Implementation Plan (2024-26).	1.2.3	The number of actions embedded in our DAIP working towards Closing the Gap targets.	2026-2030	<p>Lead: Major Programs and Regions</p> <p>Support: Corporate Services (Procurement)</p> <p><i>Data source: Basware Shared Services, PlanView, Minuet.</i></p>

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 AND DATA SOURCES
7.	Undertake a PIRSA-wide accessibility assessment across physical and digital environments to establish and maintain a site accessibility register.	1.3.2	The number of public-facing government buildings, spaces, play spaces and infrastructure that are modified to improve accessibility. For example, by adding signage or widening doors.	2026-2027	Lead: Corporate Services (Facilities). Support: Site Managers. <i>Data Source: Assessment reports.</i>
8.	Embed a Universal Design checklist for all fit-outs and new developments, with actions prioritised as immediate, staged or major capital works.		The number of new developments that incorporate Universal Design.	2026-2027	Lead: Corporate Services (Facilities) <i>Data Source: Published copy of the checklist (fit-outs and developments).</i>

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 AND DATA SOURCES
9.	Ensure priority staff and public-facing information is accessible by design through Plain English and Easy Read formats, and by embedding WCAG 2.2 AA standards across all digital content, documents and templates to support use by people with disability, including those with visual differences.	1.5.1	The number of resources or materials that are available in accessible formats. For example, websites that meet Web Content Accessibility Guidelines (WCAG) 2.2 level AA accessibility standard or above, Auslan translations where appropriate or required for the audience or context and Easy Read documents.	2027-2030	Lead: ISP (Communications) Support: ISP- Digital Team to support WCAG compliance <i>Data source: Audit reports/ number of approved templates updated to meet accessibility standards.</i>
10.	Apply PIRSA-wide accessible video and audio standards to major agency-hosted content and events, on a case-by-case and feasible basis.			2027-2030	Lead: ISP (Communications) <i>Data source: Number of documents and videos with the Auslan interpretation, transcripts and audio description.</i>
11.	Provide language access for priority information, including translation into key community languages and clear signaling of interpreter availability, applied on a case-by-case basis.			2027-2030	Lead: ISP (Communications) <i>Data source: Number of documents/ videos translated.</i>

<p>12.</p>	<p>Enable timely access to communication supports and workplace adjustments for staff with disability, including Auslan and assistive technologies by embedding simple request pathways, clear response timeframes and early identification of needs across induction, onboarding and emergency contexts.</p>	<p>1.5.2</p>	<p>The number of Auslan, assistive listening devices, and augmentative and alternative communication services provided to meet support needs (as per requirement), including at emergency presentations. For example, during hospital emergencies, crisis services, bushfires, or floods, where timely communication support is essential.</p>	<p>2027-2030</p>	<p>Lead: Major Programs and Regions (Emergency Management)</p> <p>Support: Corporate Services (ICT, Assets and Facilities)</p> <p><i>Data source: ICT records.</i></p>
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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 AND DATA SOURCES
13.	Engage in meaningful and ongoing consultations with people with disability to ensure their voices actively shape government decisions that impact their lives.	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).	2027-2030	Lead: Major Programs and Regions Support: SARDI, Biosecurity and Fisheries & Aquaculture (F&A) <i>Data Source: Consultation and engagement records demonstrating compliance.</i>
14.	Implement accessible and transparent mechanisms, including voluntary disclosure, to support and strengthen the participation of people with disability, including parents and carers, on PIRSA committees and working groups.	1.7.2	The number of people with disability including parents and carers, serving on committees and working groups.	2027-2030	Lead: Corporate Services (Corporate Governance) Support: All divisions <i>Data Source: G&I systems data.</i>

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 for Domain 2

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

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 AND DATA SOURCES
15.	Enhance inclusive volunteering opportunities for people with disability through targeted engagement and capability building, including: <ul style="list-style-type: none"> • Promoting volunteering opportunities through Disability Employment Services (DES) providers. • Building capability of volunteers and supervisors through targeted training 	2.3.5	The number of initiatives taken to encourage people with disability to volunteer.	2027-2030	Lead: Relevant Divisions Support: Corporate Services (HR Operations/Organisational Development) Data Source: <i>Number of volunteers with disclosed disabilities/ data captured in the forms.</i>

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 AND DATA SOURCES
16.	Establish targets for disability employment using workforce information and sector benchmarks.	2.4.3	Establish targets for disability employment using workforce information and sector benchmarks.	2027-2030	Lead: All divisions Support: Corporate Services (People & Culture). <i>Data Source: Workforce Reports on the number of transitions.</i>
17.	Build people-manager capability in neurodiversity and inclusive practices.			2027-2030	Lead: Corporate Services (Organisational Development) <i>Data Source: LMS (training participation reports).</i>
18.	Embed inclusive recruitment pathways by actively sourcing candidates through Disability Employment Service (DES) providers and central disability employment registers.			2027-2030	Lead: Hiring Managers, Corporate Services (HR Operations/Organisational Development). Support: Divisional Leaders <i>Data Source: Number of times the central disability register is consulted, number of DES providers engaged with.</i>

19.	Use lived-experience insight to improve recruitment and onboarding process and remove barriers for employment.			2027-2030	Lead: People & Culture Support: Hiring Managers <i>Data Source: Outcomes of recruitment process improvement.</i>
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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 AND DATA SOURCES
20.	Embed discussions on workplace adjustments and support needs into performance development processes (PDP) and at key disclosure or health assessment points.	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, outcome-based employment, flexible work arrangements, workplace adjustments and mentoring programs.	2027-2030	<p>Lead: All divisional leaders.</p> <p>Support: Corporate Services (HR Ops and WHS, ICT, Facilities)</p> <p><i>Data Source: PDP Template, Supportive conversations guide, Return to work processes.</i></p>
21.	Strengthen workforce understanding of flexible and inclusive employment through targeted communication and training for managers and staff.			2027-2030	<p>Lead: Corporate Services (Organisational Development)</p> <p>Support: ISP (Communications)</p> <p><i>Data Source: Learning Management System reports, Number of Communications issued.</i></p>

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 AND DATA SOURCES
22.	Report disability employment insights and trends through Strategic Workforce Reports to the HR Governance Committee and Executive Leadership Team (ELT).	2.6.2	Development and implementation of data collection and reporting systems.	2026-2030	Lead: Corporate Services (Organisational Development) <i>Data Source: Strategic Workforce Reports/ BI, PMES Results.</i>
23.	Work with central agencies and OCPSE to improve data collection and reporting systems.			2027-2030	Lead: Corporate Services (HR Ops) Support: Corporate Services (Organisational Development) <i>Data Source: Information on CHRIS21 and PIRSAnet update.</i>
24.	Encourage employees with disability to update their CHRIS21 details. Share information on how disability is defined and how this information is used to assure confidentiality and safety.			2027-2030	Lead: Corporate Services (Organisational Development) Support: ISP (Communications) <i>Information on CHRIS21.</i>

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 for Domain 3

1. Accessibility
2. Advocacy and support
3. Information sharing
4. Family and carer support
5. Programs

Priority Area 1: Accessibility

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

NO.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY AND DATA SOURCES
25.	Promote a range of community supports for people with disability and carers, through PIRSA internal and external communication channels.	3.1.1	<p>The number of initiatives and improvements made to connect people with disability to community supports and services wherever they present.</p> <p>For example, referral hubs, mobile outreach, online information platforms, frontline worker training, and partnerships with community organisations.</p>	2027-2030	<p>Lead: Major Programs and Regions</p> <p>Support: ISP (Communications) and Organisational Development</p> <p><i>Data Source: number of people trained to support disability.</i></p>

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 AND DATA SOURCES
26.	Participate in Communities of Practice and collaborate with relevant agencies to share insights and support coordinated implementation of State Disability Inclusion Plan actions.	3.3.1	The number of inter-agency meetings and initiatives to support the implementation of the State Plan and DAIP.	2026-2030	Lead: Corporate Services (Organisational Development) and ISP (Communications) <i>Data source: records of meetings held.</i>

Priority Area 5: Programs

Outcome: Government-funded programs and services include disability-specific provisions to enable full and equal participation.

NO.	ACTION	STATE PLAN MEASURE	MEASURE	TIMEFRAME	RESPONSIBILITY AND DATA SOURCES
27	Embed disability inclusion across PIRSA loan schemes by ensuring accessible and simplified application processes, clear eligibility pathways, inclusive communication channels and strengthened support for applicants, enabling full and equal participation.	3.5.1	The number of grants and funding amount distributed to enhance disability inclusion.	2027-2030	Lead: Major Programs and regions Support: ISP (Communications) <i>Data sources:</i> <ul style="list-style-type: none"> • <i>Documentation of the loan opportunity</i> <i>Information on the uptake by people/ disability-inclusive organisations.</i>

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 for Domain 5

1. Targeted knowledge, understanding and support
2. Responding to emergencies
3. Support and navigating the justice system
4. Consultation and collaboration
5. Safeguarding

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 AND DATA SOURCES
28	Strengthen emergency preparedness by embedding proactive Personal Emergency Evacuation Plan (PEEP) awareness, leadership capability and safe, coordinated evacuation procedures for staff requiring assistance.	5.2.1	The number of emergency response resources and systems developed for people with disability.	2027-2030	Lead: Corporate Services (Work Health and Safety) <i>Data source: Resources for emergency relief and WHS records.</i>

Glossary and definitions

Accessibility

The extent to which products, services, environments and information are designed and provided so that people with disability can access and use them effectively, independently and with dignity. It involves removing barriers and creating inclusive environments that enable full participation in all aspects of life, including education, employment and community engagement.

Accessible formats

Information provided in ways that meet different access needs, such as Easy Read, large print, audio, captioned video or screen-reader compatible documents.

Assistive technology

Devices or software that support people with disability to access information, communicate and participate fully (e.g. screen readers, hearing devices).

Auslan

Auslan is the majority sign language of the Australian deaf community.

Carer

A person who provides unpaid care or support to someone with disability, illness or other support needs.

Disability

A broad term covering physical, sensory, intellectual, cognitive or psychosocial impairments which, when combined with barriers, may limit full participation in society.

Disability inclusion

The removal of barriers to ensure people with disability can participate equally, feel respected and have access to opportunities.

Disability Access and Inclusion Plan (DAIP)

A plan required under the *Disability Inclusion Act 2018 (SA)* outlining how an organisation will improve access and inclusion for people with disability.

Easy Read

A format that uses simple language and visuals to make information easier to understand.

Intersectionality

The way different aspects of a person's identity (e.g. disability, culture, gender, caring roles) can combine to shape their experiences of inclusion or disadvantage.

Lived experience

Knowledge and insight gained through personal experience of disability or caring roles.

Plain English

Clear and simple language used to make information easy to understand.

Universal design

Designing environments, services and information so they can be used by as many people as possible without the need for adaptation.

Workplace adjustments

Changes to a role, environment or process that enable a person with disability to work effectively and safely.

Hidden disability

A disability that may not be immediately visible, such as some neurological, psychosocial or chronic health conditions.

PEEP (Personal Emergency Evacuation Plan)

A tailored plan to support the safe evacuation of a person who may require assistance during an emergency.

WCAG 2.2 AA

An international standard for digital accessibility to ensure websites and online content are usable by people with disability.

Voluntary disclosure

The choice to share personal information (such as disability status) to support access to adjustments and improve organisational data.



**Government
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