

Public Service Commissioner
Budget Estimates 2025-2026
20 August 2025

SUPPLEMENTARY QUESTIONS

Questions from Ms Abigail Boyd MLC

Sexual harassment policies

1. Has the Public Service Commission (PSC) made any progress in relation to reviewing public sector agencies' sexual harassment policies?
 - a) Can you advise whether any agencies are yet to provide a policy?
 - b) How may meet the minimum standards in the direction?
 - c) Can you break down how each agency is ranking against the minimum standards?

ANSWER

1. The Office of the Public Service Commissioner (OPSC) has reviewed the sexual harassment prevention and response policies of agencies covered by Public Service Commissioner Direction No 1 of 2023. All agencies have a policy that meets the minimum standards specified in the Direction, except for two agencies. These two agencies are yet to demonstrate compliance with the standard '*Be made readily available to employees, including by publishing on the agency's website*', although their policies have met all other minimum standards. These agencies have advised the OPSC that they will publish their policies in the near future.

Inclusive employment in the public sector

2. What is the status of the Premier's Department work in adopting a consistent definition of disability across the sector based on the social model and providing guidance to the sector regarding this?
3. Is there any work being done to improve fair employment opportunities for people with intellectual disability in the public sector, for example adjusting capability frameworks and job classification systems by adapting job description and levels instead of having fixed capabilities and roles?
 - a) Is the PSC or the Premier's Department looking at addressing issues with inaccessible entry points and recruitment processes for people with intellectual disability?
4. Has the PSC made any progress in coordinating tailored actions for the larger portfolios of Health, Education and Stronger Communities to deliver the greatest contributions to disability workforce targets?

ANSWER

2. This question was also asked of the Premier and I refer you to his response.

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3. The NSW Public Sector Capability Framework (Framework) is a tool that supports the public sector to attract, recruit, develop and retain a responsive and capable workforce. The capabilities are commonly incorporated into role descriptions and used in recruitment and performance development. Public Service agencies are required to assess candidates against the focus capabilities for a role. Agencies can modify their recruitment and selection processes, including advertising and assessment, to facilitate the employment of people with disability, including those with intellectual disability.

Agencies are also required to provide workplace adjustments to comply with State and Commonwealth anti-discrimination legislation. Additionally, the Public Service Commissioner issued Direction No 1 of 2024 requiring all government sector agencies to implement a Workplace Adjustments Policy by 1 November 2025 to ensure a consistent approach to adjustments across the sector. Workplace adjustments can be requested and discussed at any time during a recruitment process and during employment.

4. This is a matter for the Department of Communities and Justice, which is responsible for coordinating this action and for the contractual arrangement with Get Skilled Access, which is supporting Health, Education and Stronger Communities.