

NSW Electoral Commission response to supplementary questions

Budget Estimates 2024-2025

Portfolio Committee No. 1 – Premier and Finance

Contents

NSW Electoral Commission – Nominations process	3
Question 1	3
Question 2	3
Question 3	4
Question 4	4
Question 5	5
NSW Electoral Commission – Election safeguards	5
Question 6	5
Question 6a	5
Question 6b	5
Question 6c	6
Question 7	6
Question 7a	6
Question 8	6
Question 8a	7
Question 8b	7
Question 8c	7
Question 8d	8
Question 8e	8
Accessible voting centres	9
Question 9	9
Question 10	9
Question 10a	11
Question 10b	11
Question 10bi	12
Question 10bii	12
Quiet hour at voting locations	12
Question 11	12
Question 11a	13
Question 11b	13
Question 11c	13
Question 11d	13
Disability Reference Group	14
Question 12	14

Question 12a	14
Reasonable adjustments for staff	15
Question 13	15
Question 13a	15

Questions from the Hon. Chris Rath MLC (on behalf of the Opposition)

NSW Electoral Commission – Nominations process

Question 1

During the 2021 local government elections, the NSW Electoral Commission reportedly initiated calls to candidates, to give them the opportunity to amend their nomination forms before the deadline. Why were similar courtesies not afforded in 2024, despite specific written requests for assistance prior to the close of nominations?

NSW Electoral Commission response

At both the 2024 and 2021 NSW Local Government elections, NSW Electoral Commission staff made all reasonable efforts to assist registered political parties and candidates with issues affecting their nominations, where possible, before the close of nominations.

During the 2024 NSW Local Government elections this included more than 5,500 outbound calls made by the nominations team to candidates to assist them in rectifying issues. In addition, the following support was provided to candidates to assist them in completing their nominations:

- 11 election bulletins (bulletin recipients included all registered political parties, registered candidates, candidates that had commenced their nomination process online, in the Nomination Online Management System [NOMS]).
- six live webinars with Q&A sessions that were also published on our website
- five dedicated registered political party training sessions on the use of the Nomination Online Management System (NOMS)
- three drop-in sessions allowing candidates and parties the opportunity to ask questions and raise issues
- four rounds of reminder email notifications during the nomination lodgement period.

Ultimately, it is the responsibility of the registered officer of a political party or a candidate, however, to lodge a valid nomination by the close of nominations. The NSW Electoral Commission's Candidate handbook for 2024 Local Government elections recommended that nominations be lodged as early as possible so that any defects, found during the checking process, could be fixed in time.

Question 2

What steps are being taken to ensure that the IT systems used for candidate nominations accurately reflect the status of submissions?

NSW Electoral Commission response

The NSW Electoral Commission's Nomination Online Management System (NOMS) accurately reflects whether each part of the nomination has been lodged, that is, 'uploaded' to NOMS. As outlined in the Candidate handbook, on our website and during information sessions, the NSW Electoral Commission staff must assess, however, whether the forms lodged comprise a valid nomination. Whether nominations are lodged by NOMS or paper forms, the registered officer or candidate is sent updates by email about the status of the nomination, that is, once it is lodged, once it is being reviewed, and once that review has been completed.

Question 3

How does the NSW Electoral Commission ensure that candidates can effectively monitor and rectify their nomination status, especially in the critical final hours before the nomination deadline?

NSW Electoral Commission response

The NSW Electoral Commission always encourages candidates and parties to lodge their nomination forms early so that there is time to identify and, if possible, rectify any issues with forms ahead of the nominations deadline. This is communicated in election bulletins, webinars, drop-in sessions, the Candidate handbook, our website and via helpdesk calls.

Candidates and parties are also sent automated reminders throughout the nomination period to complete their nomination forms as soon as possible before the deadline in case of errors or omissions.

NSW Electoral Commission staff make all reasonable efforts to assist registered political parties and candidates with issues affecting their nominations, where possible, before the close of nominations. This included more than 5,500 outbound calls made by the nominations team to candidates to assist them in rectifying issues.

It is the responsibility of the registered officer of a political party or a candidate, however, to lodge a valid nomination by the close of nominations. Whether it is possible for a defect or defects to be rectified by the party or candidate will depend on whether a reasonable period of time exists for a nomination to be reviewed by the NSW Electoral Commission.



Question 4

How does the NSW Electoral Commission plan to streamline the nomination process to reduce its complexity and make it more accessible to all candidates, regardless of their technical proficiency or resources?

NSW Electoral Commission response

Printable nomination forms are made available to registered political parties and prospective candidates, that is, a party or candidate is not required to use the Nomination Online Management System (NOMS). Paper nomination forms were also available from each returning office and posted to any person who requested them. The NSW Electoral Commission encouraged all parties and candidates to lodge their nomination using NOMS for reasons that included ensuring all compulsory sections of the forms had been completed and verification of the enrolment of both candidates and nominators (if applicable). These are common causes for invalidity of nomination forms.

As the requirements for a valid nomination are set by legislation, the complexity of nominations for local government elections may also be reduced by way of law reform. For example, the requirement for a nomination to be accompanied by a candidate information sheet in the form of a statutory declaration has been a significant cause of invalidity for nomination forms in 2024 and 2021. This is a matter about which the NSW Electoral Commission previously has made submissions to the NSW Government.



Question 5

Is there an existing review mechanism within the NSW Electoral Commission to evaluate decisions made by staff that result in the rejection of candidate nominations, particularly when procedural inconsistencies are alleged?

NSW Electoral Commission response

Before a nomination is rejected, it is reviewed by election officials who are also persons employed in the NSW Electoral Commission public service agency. Before a nomination form is ultimately rejected it must go through three levels of review including a final review by the Electoral Commissioner.

NSW Electoral Commission – Election safeguards

Question 6

Are members of the Legislative Council entitled access to the full NSW Electoral Roll?

NSW Electoral Commission response

Yes, section 49(2) of the *Electoral Act 2017* (Electoral Act) states that “The Electoral Commissioner must provide each member of the [Legislative] Council, free of charge, a list specifying enrolled persons and their particulars –

- a) once every 4 years, and
- b) as soon as practicable after the redistribution of New South Wales into districts, and
- c) on receiving a request from the member but not more than once each year, and
- d) at such other times as the Electoral Commissioner considers appropriate.”

Question 6a

Are members of the Legislative Assembly entitled access to the full NSW Electoral Roll or just the Electoral Roll for their electorate?

NSW Electoral Commission response

Section 49(3) of the Electoral Act states (emphasis added): “The Electoral Commissioner must provide each member of the [Legislative] Assembly, free of charge, a list specifying enrolled persons and their particulars **for the district for which the member was elected** –

- a) once every 4 years, and
- b) as soon as practicable after the redistribution of New South Wales into districts, and
- c) on receiving a request from the member but not more than once each year, and
- d) at such other times as the Electoral Commissioner considers appropriate.”

Question 6b

Are businesses or the contact details of any businesses on the Electoral Roll?

NSW Electoral Commission response

No.

Question 6c

What contact details are on the Electoral Roll that members of parliament have access to?

NSW Electoral Commission response

Contact details on the electoral roll are restricted to an elector's residential address only.

Question 7

For future elections, will the NSW Electoral Commission consider providing a time cut-off for queries regarding candidate's nomination forms, to ensure that errors on nomination forms are reduced before they are lodged at the official deadline?

NSW Electoral Commission response

The close of nominations for an election is prescribed by legislation. For the 2024 Local Government elections, nominations closed at 12 noon, 14 August 2024. Both the Nomination Online Management System (NOMS) and printable nomination forms were made available to registered political parties and prospective candidates on the NSW Electoral Commission website from 9 July 2024. Paper copies of the forms were also available from that date. The NSW Electoral Commission's candidate helpdesk operated throughout this period, including Saturday, 10 August 2024. NSW Electoral Commission staff make efforts to assist registered political parties and candidates with issues affecting their nominations, where possible, before the close of nominations. It is the responsibility of the registered officer of a political party or a candidate, however, to lodge a valid nomination by the close of nominations.

Question 7a

Is the NSW Electoral Commission looking into raised concerns of misleading information on the website such as 'green lights after applications', which have led applicants to incorrectly assume they had filled in details correctly?

NSW Electoral Commission response

The NSW Electoral Commission's Nomination Online Management System (NOMS) accurately reflects whether each part of the nomination has been lodged, that is, 'uploaded' to NOMS. This is the 'green light' referred to in the question. As outlined in the Candidate handbook, NSW Electoral Commission staff must assess, however, whether the forms lodged comprise a valid nomination. Whether nominations are lodged using NOMS or by a paper form, the registered officer or candidate is sent updates by email about the status of the nomination, that is, once it is lodged, once it is being reviewed, and once that review has been completed.

Question 8

Is the CFMEU a prohibited donor?

NSW Electoral Commission response

On the information provided by the Committee, the NSW Electoral Commission is not able to express an opinion to the Committee about the application of the definition of "prohibited donor" in section 51 of the *Electoral Funding Act 2018* (EF Act) to a particular person or body.

If any member of the public has information indicating that a particular person or corporation is a prohibited donor, they can provide this information to the Electoral Commission's Investigations team by following the instructions here: <https://elections.nsw.gov.au/about-us/legislation/report-a-breach-of-electoral-or-lobbying-laws>

Question 8a

Does the CFMEU meet the threshold to be classified as a property developer?

NSW Electoral Commission response

On the information provided by the Committee, the NSW Electoral Commission is not able to express an opinion to the Committee about the application of the definition of "property developer" in section 53 of the EF Act to a particular person or body.

Question 8b

In 2017 the CFMEU gave owners consent for a planning proposal to double height limits on a property at 4-12 Railway Street, Lidcombe, as part of a deal conditional on Council approval. The deal enabled the CFMEU to exploit development consent and close it for a premium \$38 million. Did this make the CFMEU a prohibited donor at the time of the development?

NSW Electoral Commission response

On the information provided by the Committee, the NSW Electoral Commission is not able to express an opinion to the Committee about the application of the definition of "prohibited donor" in section 51 of the EF Act or its predecessor to a particular person or body.

However, it can be noted that under the legislation that was in force in 2017, the former *Election Funding, Expenditure and Disclosure Act 1981* (the EFED Act), a "property developer" was defined in section 96GB as follows (emphasis added):

1. Each of the following persons is a **property developer** for the purposes of this Division:
 - a. a corporation engaged in a business that **regularly** involves the making of relevant planning applications by or on behalf of the corporation in connection with the residential or commercial development of land, with the ultimate purpose of the sale or lease of the land for profit,
 - b. a person who is a close associate of a corporation referred to in paragraph (a).

Question 8c

The CFMEU has recently lodged two development applications in Brisbane. Does this make the CFMEU a prohibited donor?

NSW Electoral Commission response

On the information provided by the Committee, the NSW Electoral Commission is not able to express an opinion to the Committee about the application of the definition of "prohibited donor" in section 51 of the EF Act to a particular person or body.

However, it can be noted that the phrase "relevant planning application" in the definition of "property developer" in section 53 of the EF Act has the same meaning as in section 10.4 (Disclosure of political donations and gifts) of the *Environmental Planning and Assessment Act 1979* (NSW). It is concerned with applications made in NSW. Planning applications made under legislation in another state or territory will not count towards the number of relevant planning applications required to meet the definition of "property developer" in the EF Act.

Question 8d

CFMEU office bearers sit on the CBUS board which oversees Cbus Property, an entity which promotes itself as a developer. Given that CFMEU officials are close associates of developers, are they also then prohibited donors?

NSW Electoral Commission response

On the information provided by the Committee, the NSW Electoral Commission is not able to express an opinion to the Committee about the application of the definition of “prohibited donor” in section 51 of the EF Act to a particular person or body.

However, it can be noted that section 53(5) of the EF Act defines a “close associate” of a corporation as each of the following:

- a) a director or officer of the corporation or the spouse of such a director or officer,
- b) a related body corporate of the corporation,
- c) a person whose voting power in the corporation or a related body corporate of the corporation is greater than 20 per cent or the spouse of such a person,
- d) if the corporation or a related body corporate of the corporation is a stapled entity in relation to a stapled security—the other stapled entity in relation to that stapled security,
- e) if the corporation is a trustee, manager or responsible entity in relation to a trust—a person who holds more than 20 per cent of the units in the trust (in the case of a unit trust) or is a beneficiary of the trust (in the case of a discretionary trust),
- f) in relation to a corporation that is a property developer referred to in subsection (1)(a)— a person in a joint venture or partnership with the property developer in connection with a relevant planning application made by or on behalf of the property developer who is likely to obtain a financial gain if development that would be or is authorised by the application is authorised or carried out.

A “related body corporate” of a corporation is, for the purposes of the EF Act, the same as a related body corporate under the Commonwealth *Corporations Act*. Section 50 of that Act provides that, where a body corporate is a holding company of another body corporate, a subsidiary of another body corporate, or a subsidiary of a holding company of another body corporate, the first body and the other body are related to each other.

Question 8e

What is the recourse if an entity has deliberately or inadvertently accepted donations from a prohibited donor?

NSW Electoral Commission response

It is unlawful for a prohibited donor to make a political donation or for a person to accept a political donation from a prohibited donor under sections 52 and 145 of the EF Act. Any person who does so will be guilty of an offence if they were aware of the facts at the time the donation was made or accepted and may be the subject of enforcement action, including prosecution in a court. The Electoral Commission is guided in the exercise of its enforcement powers by its Compliance and Enforcement Policy.

In addition, under section 58 of the EF Act, if a person accepts an unlawful political donation, the Electoral Commission may, on behalf of the State, recover from the person an amount that is equal to the value of the donation. If the person accepted the donation knowing that it was unlawful, the Electoral Commission may recover double that amount.

Questions from Ms Abigail Boyd MLC

Accessible voting centres

Question 9

The NSW Electoral Commission has three classifications for wheelchair accessibility (fully wheelchair accessible, assisted access, and no wheelchair access). How many voting centres for the upcoming [at the time of writing] Local Government election have no wheelchair access?

NSW Electoral Commission response

For the 2024 NSW Local Government elections:

- 28 per cent of polling places were fully wheelchair accessible – an increase on previous election events, 2023 NSW State election (26 per cent), 2021 Local Government elections (9 per cent) and the 2019 NSW State election (19 per cent).
- 57 per cent of pre-poll voting offices were fully wheelchair accessible – an increase on previous election events, 2023 NSW State election (48 per cent), 2021 Local Government elections (47 per cent) and 2019 NSW State election (50 per cent).
- 59 per cent of Returning Officer's offices are fully wheelchair accessible – an increase on previous election events, 2023 NSW State election (41 per cent), 2021 Local Government elections (44 per cent) and 2019 NSW State election (34 per cent)
- 7 per cent (170) of voting centres had no wheelchair access; 3 per cent (2) of Returning Officer's offices and 8 per cent (168) of polling places. This is an improvement from 8 per cent at the 2023 NSW State election, 11 per cent at the 2021 NSW Local Government elections and 14 per cent at the 2019 NSW State election.

Question 10

The NSW Electoral Commission's *Disability Inclusion Action Plan* (DIAP) details the percentages of voting centres and early voting centres that were fully accessible at the 2023 State election. What is the NSW Electoral Commission's definition of "fully accessible"?

NSW Electoral Commission response

The NSW Electoral Commission provides three classifications/ratings for wheelchair accessibility:

- fully wheelchair accessible
- assisted access
- no wheelchair access.

The NSW Electoral Commission utilises Australian Electoral Commission (AEC) data and accessibility information for most venues. The NSW Electoral Commission provides additional reviews of early voting centres and Election Manager's offices.

Fully wheelchair accessible

To be classified as fully wheelchair accessible venues need to:

- Have a clearly designated accessible car park within 50m of the venue entrance.
- Have a clearly defined accessible path of travel from the carpark to the venue entrance:
 - no steps or lips
 - clear of vegetation, solid (concrete or paved) path
 - any ramps are of an appropriate gradient and have handrails.
- Door width is at least 850mm and door is open or easily opened and there are no lips/steps:
 - has sufficient circulation space inside the venue; and
 - has a designated accessible toilet.

Assisted access

To be classified as an assisted access venue, a person in a wheelchair should be able to access the venue however may require assistance at one or more points. It may fail to meet criteria to be fully wheelchair accessible because of one or more of the following:

- No designated accessible car park (venue has no designated car park or none within 50m)
- No designated accessible toilet (venue does not have a designated accessible toilet or path of travel to accessible toilet is not suitable)
- Path of travel may require assistance (may be further than 50m from carpark, path maybe uneven or unsealed, there may be small lip or single step to overcome)
- Access ramp not to standard (may be steeper or longer than recommended, may be lacking suitable handrails)
- Building entrance has lip/step (venue has a small lip, greater than 3cm or single small step at entrance which a wheelchair may be able to navigate with assistance)
- Door width less than 850mm but greater than 740mm
- Limited circulation space inside venue (venue has limited space inside and assistance may be required to navigate a wheelchair around)

If a venue is designated as “assisted access” additional information is provided, such as: “Assisted access, No designated accessible parking spot”.

No wheelchair access

The venue is not accessible for people using a wheelchair.

The above accessibility definitions are published on the [NSW Electoral Commission's website](#).

Question 10a

What work has been done to increase the percentages of fully accessible venues for the 2024 Local Government election, and for the 2027 State election?

NSW Electoral Commission response

The NSW Electoral Commission is very conscious of the need for accessible venues and prioritises accessibility when assessing whether a venue is suitable – specifically as a voting venue.

That said, it is not the only priority, as location, size and elector familiarity (venues previously selected or utilised for federal elections) also come into consideration. A large proportion of our venues (84 per cent) are either State-owned facilities (primarily schools), Council facilities and/or community focused venues (churches, community centres, Scout halls, etc). Where able and appropriate, venues are contacted to establish what may be possible to convert a “non-accessible” venue to “assisted access”. Councils are generally very accommodating to these requests, however it is not always possible to improve access due to costs and budgetary constraints.

For the 2027 State election, it is expected that continued work will be undertaken on community building infrastructure, with greater focus on accessibility, which will allow the NSW Electoral Commission to further increase the number of assisted or fully accessible voting venues.

It should be noted that the NSW Electoral Commission is very reliant on the work the Australian Electoral Commission undertakes in locating and assessing suitable venues. This information is shared with the NSW Electoral Commission and is used by us to guide our venue selection. This is necessary as the NSW Electoral Commission has limited staff and budget to undertake this work.

Question 10b

How many voting centres were not accessible?

NSW Electoral Commission response

Of the 2,457 unique venues procured for the 2024 NSW Local Government elections (post close of nominations), **only 170 venues had no wheelchair access**. Please refer to the following table:

Venue	Number of venues	Fully wheelchair accessible	Assisted access	No wheelchair access
Returning Officer offices	70	41	27	2
Pre-polling venues	288	163	125	0
Polling places	2099	588	1,343	168
Total	2,457	792	1,495	170
Total as a percentage	100%	32%	61%	7%
Comparison with the 2023 NSW State election	100%	29%	63%	8%

Question 10bi

How many were only partially accessible in the 2023 election?

NSW Electoral Commission response

From a percentage perspective, 63 per cent were assisted access for the 2023 State elections. This was very similar to that of the 2024 Local Government elections just held, noting fully wheelchair accessible venues increased by 3 per cent – refer to table above.

Question 10bii

Why is this not captured in the DIAP?

NSW Electoral Commission response

The purpose of the Disability Inclusion Action Plan (DIAP) is to implement a set of actions to improve access to elections for people with disability. The appendix of the plan (p. 10) provides a high-level overview of the achievements of the previous DIAP (2023).

A more detailed breakdown of venue accessibility (including no wheelchair access data) can be found in the 2023 NSW State election report (p. 68), which the DIAP references in the appendix section as further reading (p.10). The 2024 Disability Inclusion Action Plan is available on the NSW Electoral Commission's [website](#).

Quiet hour at voting locations

Question 11

In answers to supplementary questions from 22 November 2023 in relation to the viability of trialling quiet hours at future elections for people with sensory needs, the Electoral Commissioner said that “the NSW Electoral Commission has recently proposed similar arrangements under NSW legislation to allow voting to occur in this manner at the local government elections to be held in September 2024 and intends to propose such arrangements are also adopted for future state elections.” Is there any progress on this, or has there been any money invested in this?

NSW Electoral Commission response

The NSW Electoral Commission recognises that noises, bright lights and colours and long queues on election day can be overwhelming for some voters. We will reach out to peak bodies in the neurodiversity sector to join our Equal Access to Democracy (EAD) Disability Reference Group to better understand the needs of voters with additional sensory needs, and what assistance can be offered.

In the lead up to the 2024 NSW Local Government elections the NSW Electoral Commission proposed amendments to local government legislation that would allow the issue of votes to electors outside of the polling place. Such amendments would have allowed staff to issue votes outside of a busy voting centre supporting both electors with mobility issues but also voters with sensory needs. This legislation was not introduced prior to the 2024 NSW Local Government elections.

We will review the evaluation of the recent Low Sensory voting trial by the Victorian Electoral Commission (VEC), as well as the upcoming ACT Electoral Commission's introduction of a low sensory voting centre. This will inform what may be piloted or offered for the 2027 NSW State election.

Question 11a

Has the NSW Electoral Commission done any costings on this?

NSW Electoral Commission response

The NSW Electoral Commission has not undertaken an analysis on the cost to conduct a trial at this time.

Question 11b

Please provide more detail in relation to the arrangements proposed by the NSW Electoral Commission?

NSW Electoral Commission response

Any activity will be subject to resource availability in the lead up to the 2027 NSW State election.

Pilot planning would involve co-design with people who have sensory needs and incorporate feedback from our EAD Disability Reference Group.

The NSW Electoral Commission will continue to monitor trials conducted by other electoral management bodies to provide learnings and insights for possible future trials.

Question 11c

Will this be trialled at this year's Local Government elections?

NSW Electoral Commission response

A trial was not implemented at the 2024 NSW Local Government elections. As the legislation for local government elections does not allow for electors to vote outside of their local government area any restricted trial would not be available to a broad group of electors. Any dedicated trial should be conducted in an election where absentee voting is available, such as a state election, to allow greater participation and therefore meaningful insight into the result of the trial.

The NSW Electoral Commission will continue to monitor trials conducted by other electoral management bodies to provide learnings and insights for possible future trials.

Question 11d

Will this be trialled at the 2027 State election?

NSW Electoral Commission response

Any activity will be subject to resource availability in the lead up to the 2027 NSW State election.

Planning for and conducting a trial will require co-design with voters who are neurodivergent and incorporate feedback from our EAD Disability Reference Group.

We will further consider the findings of the evaluation of the VEC's recent Low Sensory voting trial as well as the upcoming ACT Electoral Commission's introduction of a low sensory voting centre. This will inform what may be piloted or offered for the 2027 NSW State election.

Disability Reference Group

Question 12

How many people are on the NSW Electoral Commission's Equal Access to Democracy (EAD) Disability Reference Group?

NSW Electoral Commission response

As at the publishing date of the NSW Electoral Commissions 2024 Disability Inclusion Action Plan (April 2024), there were 13 organisations that comprised the EAD Disability Reference Group:

- Vision Australia
- Blind Citizens Australia
- National Ethnic Disability Alliance
- NSW Council for Intellectual Disability
- Local Government NSW
- Guide Dogs NSW
- Physical Disability Council of NSW
- Mental Health Coordinating Council
- Multicultural Disability Advocacy Association
- Carers NSW
- People with Disability Australia
- First Peoples Disability Network
- DeafConnect

Question 12a

What is the process for which they are selected?

NSW Electoral Commission response

The NSW Electoral Commission's EAD Disability Reference Group has existed in numerous iterations since its establishment in July 2007. In its current form, membership comprises of representatives of peak bodies, consumer advocacy and organisations representing people with disabilities. Membership to the reference group is by invitation from the NSW Electoral Commission and is reviewed periodically.

The next review of membership is planned post the 2024 NSW Local Government elections. The review will explore the inclusion of additional representation, such as neurodiversity.

Reasonable adjustments for staff

Question 13

According to the NSW Electoral Commission's *Disability Inclusion Action Plan*, for the 2023 NSW State election 742 staff advised that they were living with disability (a 27 per cent increase from the 2019 NSW State election), 141 of whom required reasonable adjustments to the workplace. What is the process for these reasonable adjustments and how are staff supported to make these requests?

NSW Electoral Commission response

When an applicant declares that they live with a disability, applicants are asked if they require reasonable adjustments to be made and, if so, to "tell us what type of adjustments would assist you". Any adjustments that are requested are forwarded to the People & Safety team for assessment. Depending on the details of the adjustment(s) requested, the People & Safety team will either request further information from the applicant directly, or inform the Returning Officer's (RO) office of the adjustment to be made. The RO office will review the notes on the recruitment expression of interest (EOI), regarding required adjustments, when considering applicants for suitable positions.

Question 13a

What kind of adjustments are they?

NSW Electoral Commission response

The majority of adjustments requested relate to rotating positions between sitting and standing. Others include:

- access for a wheelchair, mobility scooter or walking frame
- access to a quiet room/space (for people who have declared they are neurodivergent – if/when they get overwhelmed in a noisy/bright/high-traffic environment, need a quiet place in order to regulate)
- provision of ergonomic chairs
- regular breaks
- empathy and patience
- Auslan interpreter
- accommodating an assistance dog.