

Senate Community Affairs Committee

ANSWERS TO ESTIMATES QUESTIONS ON NOTICE

HEALTH PORTFOLIO

Budget Estimates 2015 - 2016, 1 – 2 June 2015

Ref No: SQ15-000552

OUTCOME: 0 - Whole of Portfolio

Topic: Non-Australian Citizens Employed by the Department/Agency

Type of Question: Written Question on Notice

Senator: Ludwig, Joe

Question:

1. What is the Department/Agency's policy with regard to hiring non-Australian citizens?
2. Does the agency have a Culturally and Linguistically Diverse (CALD) policy? If yes, please provide a summary.
3. How does the Department/Agency determine whether a person is a non-Australian citizen?
4. How many staff who were not Australian Citizens have been hired by the Department/Agency since the Federal Election in September, 2013? Please break the numbers down by:
 - a) Levels at which they are employed
 - b) Immigration Status (Visa)
 - c) Cultural Background
 - d) Linguistic Background
 - e) How many were hired to satisfy CALD targets?

Answer:

1. Australian citizenship is imposed as a condition of engagement by the Department of Health, unless waived by the Department's Secretary or appropriate delegate. Waiving of citizenship requirements is only contemplated in exceptional circumstances, based on the operational needs and circumstances of the department. An example would be where the department has an urgent business requirement for particular skills or professional qualifications that can't be sourced within the domestic labour market.
2. The Department of Health's Workforce Diversity Programme 2013-16 (<http://intranet.central.health/intranet/wcms/publishing.nsf/Content/Workforce-Diversity-Program-+2013-2016>) provides a framework to foster an inclusive culture in the workplace. Health's Agency Multicultural Plan (<http://www.health.gov.au/internet/main/publishing.nsf/Content/department%27s-agency-multicultural-plan-2013-2015>) addresses the department's commitment to support diversity and equity in employment.

3. The Department has strict proof of identity processes in place to ensure employees provide Australian birth certificate, Australian passport or proof of Australian citizenship documents when inducted into the Department.

4 a) to e)

To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.