

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings May 2015

Communications Portfolio

Australia Post

Question No: 137(d)

Program No. Australia Post

Hansard Ref: Written, 17/6/2015

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

Senator Ludwig, Joe asked:

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. Applicants for permanent employment must be Australian or New Zealand citizens or hold a permanent visa or be able to produce a certificate of evidence of resident status. It is Australia Post's strong preference that Australian and New Zealand citizens or permanent residents will occupy casual and fixed-term vacancies at Australia Post.

New Zealanders with unlimited work rights who have been in Australia for less than two years must provide a police certificate from New Zealand.

Sponsorship of 457 visas will only occur when a thorough and robust market search has been conducted, both internally and externally, and approval has been gained from the relevant Executive General Manager and General Manager, Human Resources to progress a sponsorship request.

2. Australia Post is committed to promoting equal opportunity and eliminating discrimination in its employment policies and practices. As part of this commitment, a Diversity and Inclusion (D&I) Policy applies to all employees. This policy covers a range of employment matters including recruitment, selection, promotion, transfer, training and development and terms and conditions of employment. As part of our broader diversity strategy we deliver a range of programs and initiatives focused on supporting our CALD workforce. For Australia Post, employees may identify as CALD if:
 - They were born in a country other than Australia; or
 - The main language they speak at home is NOT English; or
 - Their first language spoken was NOT English; or

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- The first language of their mother/father was NOT English; or
- Their mother/father or grandparents were born overseas and the family still has a strong affiliation with that country and culture.

Australia Post's program for employees from CALD backgrounds is focused on maintaining CALD representation. The key objectives include:

- fostering an inclusive workplace; and
- enhancing the skills and capability of our employees from CALD backgrounds to breakdown language and cultural barriers to support a fulfilling career at Australia Post.

3. The Australia Post Pre Employment Team conduct a work right check on all finalist candidates during the hiring process.
4. Three.
 - a. All are Contract level staff
 - b. All are 457 visa holders
 - c. One staff member has identified as CALD in our recent diversity census
 - d. One staff member has indicated their main language at home as other than English
 - e. None