

Senate Standing Committee on Environment and Communications

Answers to Senate Estimates Questions on Notice

Budget Estimates Hearings May 2015

Communications Portfolio

Department of Communications

Question No: 137(a)

Program No. 1.1

Hansard Ref: Written, 17/06/2015

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. To be eligible for employment within the APS, a person must be an Australian citizen, as noted in section 22 (8) of the *Public Service Act 1999*. This applies to both ongoing and non-ongoing employment. Employees in the Department are required to provide evidence of their Australian citizenship prior to commencing employment. The citizenship requirement will only be waived in exceptional circumstances and must be approved by the Secretary, who may impose certain restrictions or conditions on their engagement (e.g. obtaining Australian citizenship within a prescribed timeframe). If the Secretary decides to approve the engagement of a non-citizen, that person must have appropriate work rights/visa. Decisions to engage non-citizens are considered on a case by case basis and are at the discretion of the Secretary.
2. No.
3. Evidence of Australian citizenship includes:
 - full Australian birth certificate and a form of photo ID if born before 20 August 1986
 - Australian citizenship certificate and a form of photo ID
 - Australian passport issued on or after 22 November 1984
 - full Australian birth certificate and a form of photo ID and evidence that at least one parent was an Australian citizen or permanent resident at the time of the child's birth if born on or after 20 August 1986.
4. Nil.