

**Senate Standing Committee on Environment and Communications**

**Answers to Senate Estimates Questions on Notice**

**Budget Estimates Hearings May 2015**

**Communications Portfolio**

**nbn**

**Question No: 137(f)**

**Program No. nbn**

**Hansard Ref: Written, 17/6/2015**

**Topic: Non-Australian Citizens Employed by the 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. nbn's preference is to hire individuals who are Australian Citizens or failing that, Australian Permanent Residents. For some specialist skill sets which are not widely available, nbn will consider sponsorship under the 457 temporary visa.
2. nbn does not currently have a policy specifically titled "Culturally and Linguistically Diverse (CALD)" in place. nbn is committed to building a diverse workforce, and as such, has in place a Diversity Policy that is reflective of the wider communities in which it operates and that details the ways in which nbn will achieve an inclusive environment that unifies nbn's people and recognises the unique needs and skills of everyone.
3. Applicants to nbn are requested to confirm if they are an Australian Citizen and if not, their visa type. During the selection process this is verified. nbn complies with the Australian Government's Protective Security Policy Framework to reflect our obligations as a Government Business Enterprise. In line with this commitment, all potential employees undergo Pre-Employment Checks Screening. An Eligibility to Work Confirmation is part of the mandatory screening check and an individual's employment is conditional on this.
4. Since the Federal Election in 2013, nbn has hired 21 non-Australian Citizens of which:
  - a. Four are Executive/General Managers; seven are Managers; five are Specialists; three are Analysts; and two are Coordinators.
  - b. The non-Australian citizens work under the following visa arrangements: 19 on 457 Visas; one on a General Skilled Migration Visa; and one on a SI 189 Permanent Resident Visa.

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- c. nbn does not store this information.
- d. nbn does not store this information.
- e. Given nbn does not have a CALD policy no non-Australian citizens were hired to satisfy CALD targets. Our diversity policy does not have specific targets for non-Australian citizens. In the past few years we have formally measured and tracked our progress against three key areas: age, female representation and Reconciliation Actions with Aboriginal and Torres Strait Islanders (ATSI) only.