

**Senate Standing Committee on Environment and Communications**  
**Legislation Committee**  
Answers to questions on notice  
**Environment portfolio**

**Question No:** 16  
**Hearing:** Budget Estimates  
**Outcome:** Corporate  
**Programme:** Corporate Strategies Division (CSD)  
**Topic:** PORTFOLIO WIDE QUESTION - Non-Australian Citizens Employed by the Department/Agency

**Hansard Page:**

**Question Date:**

**Question Type:** Written

**Senator Ludwig 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:
  1. Levels at which they are employed
  2. Immigration Status (Visa)
  3. Cultural Background
  4. Linguistic Background
  5. How many were hired to satisfy CALD targets?

**Answer:**

1. The Department of the Environment and its portfolio agencies adhere to Section 22 (8) of the *Public Service Act 1999* – An Agency Head must not engage, as an APS employee, a person who is not an Australian citizen, unless the Agency Head considers it appropriate to do so.

**The Department**

2. Yes. The Department has a Workplace Diversity Strategy which can be accessed through the Department's website at: <http://www.environment.gov.au/resource/diversity-strategy-2013-2017>. The Diversity Strategy has four key objectives underpinned by initiatives being delivered under the Diversity Action Plan in recruitment, retention, capability/development and celebration.

The Department also has a Multicultural plan which can be accessed through the Department's website at: <http://www.environment.gov.au/resource/agency-multicultural-plan-2013>. This sets out strategies, actions and responsibilities to support improved communication with culturally and linguistically diverse clients and stakeholder groups.

3. The Department requires evidence of Australian citizenship before an employee can be engaged. If no evidence can be provided, the Department considers the person to be a non-Australian citizen.

4. Five. See table below.

Number of staff employed since September 2013	Level	Immigration status	Cultural background	Linguistic background	Number employed to satisfy CALD targets
1	APS 1/2	820 Visa	Malaysia	Not known	Not applicable
1	APS 1/2	309 Visa	Indonesia	Bahasa	Not applicable
1	APS 1/2	Permanent resident	South Africa	Not known	Not applicable
1	APS 1/2	417 Visa	Taiwan	Not known	Not applicable
1	APS 1/2	Permanent resident	Germany	German	Not applicable

### ***Bureau of Meteorology***

2. Yes. The Bureau has a Workplace Diversity Program 2011 – 15 and an Agency Multicultural Plan for 2013–15. The Workplace Diversity Program 2011–15 can be accessed through the Bureau's website at: <http://www.bom.gov.au/inside/workplace-diversity.shtml>. The Bureau developed its Agency Multicultural Plan for 2013–15 in 2013, using the Multicultural Access and Equity Policy Toolkit for Australian Government Agencies as a guide; and, with input from employees with experience working with culturally and linguistically diverse communities. Through its Agency Multicultural Plan, the Bureau seeks to achieve meaningful engagement with culturally and linguistically diverse communities, whether they are end users of Bureau products and services or contributing to our business services. The Bureau's Agency Multicultural Plan was endorsed by the Australian Multicultural Council and approved by the then Minister for Multicultural Affairs in 2013.
3. Successful applicants who declared they have Australian citizenship will be asked to supply an original birth certificate, Australian passport or certificate of Australian citizenship. If a successful applicant holds permanent residence status or appropriate work entitlements, they will be asked to provide the relevant documents and be engaged on the condition that they actively apply for Australian citizenship. A condition of employment may be imposed requiring that the employee obtains Australian citizenship within a specified period of time. If citizenship is then refused or it becomes clear that it will not be obtained, the Bureau may terminate the employee's engagement.

4. Eight. See table below.

Number of staff employed since September 2013	Level	Immigration status	Cultural background	Linguistic background	Number employed to satisfy CALD targets
1	APS6 (PO2)	457 Visa	Sri Lanka	Sri Lankan	0
1	APS6 (PO2)	Permanent Resident Visa	India	Telugu	0
1	APS6 (PO2)	Permanent Resident Visa	Fiji	Hindi	0
1	APS6 (PO2)	Permanent Resident Visa	India	Hindi	0
1	APS6 (PO2)	175 Visa	Iran	Persian	0
1	EL1 (Research Scientist)	Permanent Resident Visa	Italian	Italian	0
1	EL2 (Senior Research Scientist)	Permanent Resident Visa	Germany	German	0
1	APS3 (ASO3)	Permanent Resident Visa	England	English	0

### ***Clean Energy Regulator***

- The Clean Energy Regulator has a Workplace Diversity Policy which recognises and respects the diverse skills, cultural values and backgrounds of its employees. The Clean Energy Regulator also has a Multicultural Plan that enhances the quality and effectiveness of the agency's interactions with culturally and linguistically diverse clients and stakeholders.
- The Clean Energy Regulator conducts a number of pre-employment checks before offering employment. These include, obtaining certified copies of birth certificates, current passport, Australian citizenship certificate, photo ID and a security clearance check through the Australian Government Security Vetting Agency's Defence Online Services Domain.
- Nil.

### ***Climate Change Authority***

2. No.
3. The Climate Change Authority conducts pre-employment and security checks before offering employment.
4. Nil.

### ***Great Barrier Reef Marine Park Authority***

2. No.
3. The Great Barrier Reef Marine Park Authority conducts pre-employment and security checks before offering employment.
4. Four. See table below.

Number of staff employed since September 2013	Level	Immigration status	Cultural background	Linguistic background	Number employed to satisfy CALD targets
1	APS1 casual	Permanent resident	Canadian	Not disclosed	Not applicable
1	APS 1 casual	Permanent resident	Malaysian	Not disclosed	Not applicable
1	APS 1 casual	Permanent resident	French	Not disclosed	Not applicable
1	APS2 Part time non ongoing	Permanent resident	New Zealand	Not disclosed	Not applicable

### ***Murray Darling Basin Authority***

2. The MDBA is part of the Environment portfolio's Agency Multicultural Plan. [This](#) sets out strategies, actions and responsibilities to support improved communication with culturally and linguistically diverse clients and stakeholder groups.
3. The MDBA determines Australian citizenship prior to commencement through pre-employment identity checking which also requires proof of citizenship such as Australian passport, citizenship certificate, or in some cases uses an Australian birth certificate and information about citizenship of parents to determine eligibility under Australian nationality laws.
4. Nil

**Sydney Harbour Federation Trust**

2. No.
3. The Sydney Harbour Federation Trust conducts pre-employment and security checks before offering employment.
4. Two. See table below.

Number of staff employed since September 2013	Level	Immigration status	Cultural background	Linguistic background	Number employed to satisfy CALD targets
1	APS3	XA <sup>1</sup> Visa	Ugandan	Not known	Not applicable
1	EL1	SCV <sup>2</sup> Visa	New Zealand	English	Not applicable

<sup>1</sup> XA is a Protected Visa for refugees. This person has since gained permanent residency.

<sup>2</sup> SCV is a temporary visa for persons from New Zealand which allows the holder to remain and work in Australia.