

**Senate Economics Legislation Committee**

**ANSWERS TO QUESTIONS ON NOTICE**

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**Department/Agency: ACNC**

**Question: BET 396 - 399**

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

**Reference: written - 17 June 2015**

**Senator: Ludwig, Joe**

**Question:**

396. What is the Department/Agency's policy with regard to hiring non-Australian citizens?
397. Does the agency have a Culturally and Linguistically Diverse (CALD) policy? If yes, please provide a summary.
398. How does the Department/Agency determine whether a person is a non-Australian citizen?
399. 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:**

396. Engagements to the ACNC must be Australian citizens unless the essential skills, knowledge or qualifications for the vacant position are so specialised they cannot be provided by any applicants who are Australian citizens. These situations are rare.

A non-citizen may only be engaged if no Australian citizen candidates were assessed as suitable.

As the ACNC National Program Manager, ACNC Commissioner, Susan Pascoe holds delegation to approve the engagement of non-citizens. Prior to progressing the ACNC also seeks approval from the Australian Taxation Office (ATO) who also decide whether to waive the citizenship requirement or specify the period within which the citizenship must be gained.

397. The ACNC operates within ATO policy and as such recognises the ATO Diversity and Inclusion Plan 2015-2017.

Culturally and Linguistically Diverse has been included as one of six key priority groups in the ATO's Diversity and Inclusion Plan 2015-17. The plan recognises the need to maintain a diverse and inclusive work environment that recognises individual and cultural differences. In addition the plan makes a number of commitments to culturally and linguistically diverse employees including but not limited to; observe celebration days which relate to cultural and linguistic diversity, foster and encourage awareness of all cultures and religions, leverage our

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assets of our geographic footprint and culturally and linguistically diverse employees to provide tailored and culturally targeted services to the Australian community and provide a safe and inclusive work environment in which employees are able and encouraged to practice their religion.

The ACNC also supports culturally and linguistically diverse Australians via the ATO Multicultural Plan 2013-15. The Multicultural Plan ensures our programs, information and services are accessible to all Australians and that equitable outcomes can be expected, regardless of language or cultural background. It articulates our ongoing commitments to help people understand their rights and responsibilities and to make it as easy as possible for them to comply with their obligations.

398. Individuals applying for positions within the ACNC are required to provide their citizenship status at the initial application stage as part of our pre-engagement checklist.

399. None