

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates

2014 - 2015

Department/Agency: CEFC

Question: BET 436-439

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

Reference: written - 17 June 2015

Senator: Ludwig, Joe

Question:

436. What is the Department/Agency's policy with regard to hiring non-Australian citizens?
437. Does the agency have a Culturally and Linguistically Diverse (CALD) policy? If yes, please provide a summary.
438. How does the Department/Agency determine whether a person is a non-Australian citizen?
439. 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:

436. What is the Department/Agency's policy with regard to hiring non-Australian citizens?

The CEFC engages staff under its own enabling legislation - the *Clean Energy Finance Corporation Act 2012* - and is not an agency under the *Public Service Act 1999* to which citizenship requirements apply. The CEFC Recruitment Policy does not specify Australian citizenship, only that staff hold a valid visa with entitlement to work in Australia. All staff (including contractors and consultants) undertake mandatory CEFC background checks to verify citizenship and eligibility to work in Australia.
437. Does the agency have a Culturally and Linguistically Diverse (CALD) policy? If yes, please provide a summary.

There is no specific CALD policy. Instead, the CEFC has incorporated the concept into its Corporate Values, Code of Conduct and Ethics, and employee policies and practises in a comprehensive way alongside policies on workplace discrimination and equal employment opportunity.
438. How does the Department/Agency determine whether a person is a non-Australian citizen?

All staff (including contractors and consultants) undertake mandatory CEFC background checks to verify citizenship and eligibility to work in Australia.

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439. How many staff who were not Australian Citizens have been hired by the Department/Agency since the Federal Election in September, 2013?

Three (3) staff who are not Australian citizens have been employed by the CEFC since the 2013 Federal election. Of these, two have since left the Corporation.

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
- a) All staff were employed at non-executive level. Note the CEFC engages staff under its own enabling legislation - the *Clean Energy Finance Corporation Act 2012* - and is not an agency under the *Public Service Act 1999*, so APS classifications do not apply.
- b)-d) The numbers involved are so low that answering these questions would necessarily identify the individuals involved and divulge private information.
- e) Nil – All staff were hired on merit.