

Senate Economics Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Budget Estimates

2014 - 2015

Department/Agency: Reserve Bank of Australia

Question: BET - 476 - 479

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

Reference: written - 17 June 2015

Senator: Ludwig, Joe

Question:

476. What is the Department/Agency's policy with regard to hiring non-Australian citizens?
477. Does the agency have a Culturally and Linguistically Diverse (CALD) policy? If yes, please provide a summary.
478. How does the Department/Agency determine whether a person is a non-Australian citizen?
479. 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:

476. All employment at the Reserve Bank of Australia is subject to the applicant being an Australian citizen, permanent resident of Australia or having a working visa appropriate to the terms of employment.
477. While the Reserve Bank does not have a Culturally and Linguistically Diverse (CALD) policy, it has a Diversity and Inclusion policy. The Diversity and Inclusion policy communicates the Bank's commitment to building a culture of diversity and inclusion, in which the contributions of people with different backgrounds, experiences and perspectives are both respected and utilised effectively. The policy sets out the Bank's objectives in this area, which are to provide equal opportunities for all employees and to promote an inclusive and collaborative culture.

The Reserve Bank also has a Diversity Plan, which assists it in meeting its diversity and inclusion objectives by establishing key priorities every three years, as well as the initiatives it will pursue to support those priorities. These priorities are determined through consultation with employees, workforce diversity profile analysis and recent developments in diversity and inclusion practices. The Bank reports annually on these matters in its [*Equity and Diversity Annual Report*](#).

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478. All offers of employment at the Reserve Bank are subject to the applicant providing substantive proof of their work rights in Australia. The Bank performs checks on all new employees who are not able to provide proof of Australian citizenship via the Department of Immigration and Border Protection online service – Visa Entitlement Verification Online (VEVO).
479. Details of employees who were not Australian citizens hired by the Reserve Bank since the Federal Election in September 2013.
- a) Levels at which they are employed

Grade	No. Employees	% of Total Non-Australian Citizen Hires
Managerial staff		
- L6	1	1.52
- L5	3	4.55
Non-managerial staff		
- L4	34	51.52
- L3	7	10.61
- L3/4	10	15.15
- Graduates	10	15.15
- Trainees	1	1.52
Grand Total	66	100.00

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b) Immigration Status (Visa)

Immigration Status	No. Employees	% of Total Non-Australian Citizen Hires
020 Visa	1	1.52
155 Visa	1	1.52
190 Visa	2	3.03
417 Visa	1	1.52
444 Visa	9	13.64
457 Visa	5	7.58
485 Visa	2	3.03
856 Visa	1	1.52
885 Visa	1	1.52
Permanent Resident	40	60.61
Temporary Visa (subclass not available)	3	4.55
Grand Total	66	100.00

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c) Cultural Background

Geographical Region	Sub-region	Country of Birth	No. Employees	% of Total Non-Australian Citizen Hires
Asia	Eastern Asia	China	4	6.06
		Hong Kong	1	1.52
		South Korea	2	3.03
	South-eastern Asia	Indonesia	1	1.52
		Malaysia	4	6.06
		Philippines	3	4.55
		Singapore	1	1.52
		Viet Nam	2	3.03
	Southern Asia	India	19	28.79
		Sri Lanka	1	1.52
Western Asia	Azerbaijan	1	1.52	
Asia Total			39	59.09
Europe	Eastern Europe	Russian Federation	2	3.03
	Northern Europe	Denmark	1	1.52
		England	3	4.55
		Scotland	1	1.52
		Sweden	1	1.52
	United Kingdom	4	6.06	
Southern Europe	Portugal	1	1.52	
Western Europe	Germany	2	3.03	
Europe Total			15	22.73
Oceania	Australia and NZ	New Zealand	7	10.61
	Melanesia	Fiji	1	1.52
Oceania Total			8	12.12
Americas	North America	United States	3	4.55
	South America	Colombia	1	1.52
Americas Total			4	6.06
Grand Total			66	100.00

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d) Linguistic Background

Linguistic background (Native Language)	NESB1 (Non English Speaking Background)	NESB2 (parent(s) from non-English speaking backgrounds)	No Data (E&D Forms not Provided)	Not Available (Emp does not fall in NESB or ATSI categories)	Grand Total
Bahasa (Indonesian)	1				1
Chinese (Mandarin)	1				1
Chinese (Other)	1				1
German			1		1
Hindi	3				3
Indian (Hindi)	1				1
Indian (Malayalam) Native Language	1				1
not specified	7	4	26	10	47
Portuguese	1				1
Russian	1				1
Spanish	1				1
Tagalog (Philippines)	1				1
Tamil	1				1
Telugu	4				4
Vietnamese	1				1
Grand Total	25	4	27	10	66

e) The Bank does not have CALD targets.

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Notes:

Excludes Contingent Workers, Agency Contractors, Temporary Staff and External Secondees.

Excludes locally employed staff in overseas offices.

Country of Birth has been categorised as per UN Macro Geographical (continental) regions and sub-regions.

Linguistic Background identified as employees Native Language. Only Native Languages provided.

Excludes other languages known by the employee.