

Senate Committee: Education and Employment

**QUESTION ON NOTICE
Budget Estimates 2015 - 2016**

Outcome: Cross Portfolio - Corporate

Department of Education and Training Question No. SQ15-000593

Senator Ludwig, Joe provided in writing.

Dept: Non-Australian Citizens Employed by the Department

Question

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. Employees are engaged under the section 22(8) of the *Public Service ACT 1999*. Under section 22(8) Australian citizenship is a requirement for employment in the APS. The Secretary may engage a non-Australian citizen if they consider it appropriate to do so.
2. The Department of Education and Training was created as a result of Administrative Arrangements Orders on 23 December 2014. The department has a Diversity Strategy which reflects the diversity of the Australian community and its various dimensions including: race, gender identity, sexual orientation, language, culture, age, religion and disability. This strategy underpins the capability of our workforce and is part of our daily decision making and the way we work. The former Department of Education, Employment and Workplace Relations Multicultural Action Plan is currently under review to ensure currency for the new department.
3. An individual is required to provide proof of citizenship through the provision of a birth certificate or citizenship papers.

4. Three people have been employed

- a) APS 3
APS 4
SES Band 3
- b) Unable to confirm however they were a permanent resident eligible to apply for citizenship in January 2015.
Subclass 417 Working Holiday Visa, Subclass TZ on 20 May 2014
Subclass 309 Partner (Provisional) visa and Subclass 100 Partner (Migrant) visa
- c) Sri Lanka
England
New Zealand
- d) Sinhala, Tamil
English
English
- e) Nil