

Senate Committee: Education and Employment

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

Outcome: Agency: AITSL

Department of Education and Training Question No. SQ15-000595

Senator Ludwig, Joe provided in writing.

AITSL: Non-Australian Citizens Employed by the Agency

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

The Australian Institute for Teaching and School Leadership (AITSL) has provided the following response:

1. AITSL aims to attract, select, appoint and retain high quality employees in order to deliver on its strategic goals. AITSL conducts its recruitment and selection processes using contemporary methods and resources to acquire a competitive pool of applicants applying the principles of equity, fairness and transparency to all processes.

Where a non-Australian citizen is identified as the most competitive applicant they must have proof they are one of the following:

- an Australian Citizen
 - a permanent resident of Australia
 - a New Zealand citizen, with a valid passport
 - a citizen of another country, with a valid visa that provides work rights
 - a visitor on a 'working holiday visa', who is working in a temporary or casual role for less than six months with any one employer.
2. No
 3. Employees are required to make a declaration on appointment that they have a right to work in Australia, and provide evidence of legal work status.
 4. Given the relatively small size of AITSL and the capacity to readily identify individuals, this information would include personal information and is therefore not provided.