

Senate Committee: Education and Employment

QUESTION ON NOTICE Budget Estimates 2015 - 2016

Outcome: Agency: AIATSIS

Department of Education and Training Question No. SQ15-000596

Senator Ludwig, Joe provided in writing.

AIATSIS: 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

1. AIATSIS engages staff, including any non-Australian citizens, in accordance with the Australian Public Service Act 1999, the regulations and government policy as determined from time to time.
2. Yes, AIATSIS has a *Statement of Commitment to Diversity* and a *Towards Cultural Proficiency Strategy*, that represent the policy regarding cultural and linguistic diversity. In summary:

AIATSIS Statement of Commitment to Diversity Summary:

At AIATSIS we are committed to building and maintaining a workplace culture that builds respect, fosters inclusiveness and embraces the diversity, perspectives and qualities of all our employees. Our goal as leaders and carers of Australian Indigenous cultures and knowledge is to provide an inclusive workforce which is representative of the significant diversity within our Australian community.

We encourage applications from Aboriginal and Torres Strait Islander people, women, people with disability, people from diverse cultural and linguistic backgrounds, mature age and Lesbian, Gay, Bisexual, Transgender Intersex (LGBTI) workers. We aim to seek the best person for the job through our recruitment strategies and by providing a safe and inclusive work environment which values our employees and the range of skills and perspectives that they bring to the workplace. It is our commitment towards encouraging and promoting diversity that creates an environment of trust, mutual respect and appreciation and positions us as an employer of choice.

Our commitment to diversity is reflected in our *Reconciliation Action Plan (RAP)*. We will review and update our business plan and policies regularly to free the organisation of discrimination, to allow staff to perform their duties well or to the best of their abilities and actively participate in a safe and inclusive workplace.

AIATSIS Towards Cultural Proficiency Summary:

The *AIATSIS Towards Cultural Proficiency - a phased approach to building capability 2013 - 2015 Strategy*, is an innovative whole-of-organisation approach to achieving cultural proficiency. Far broader than just Aboriginal and Torres Strait Islander cultural awareness, the Strategy applies a three year phased approach to building cultural capability by examining our business processes through a systemic model for change consisting of individuals, organisation culture, and systems/processes. The benefits will be a suite of innovative and culturally inclusive competent practices to strengthen AIATSIS's position as a world leader in raising awareness of Australian Indigenous cultures and histories.

3. AIATSIS determines whether a person is a non-Australian citizen using the certified proof of identity documentation which is required to be submitted with an application for employment. This can include birth certificate, passport and working visa.
4. One non-Australian citizen has been employed by AIATSIS since September 2013. That person has permanent residency, and is employed as an APS4 on non-ongoing contract. They were employed to meet a skills need, not in response to any diversity targets. So as not to compromise the privacy of the individual, details of their cultural or linguistic background are not provided.