

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Budget Estimates 2015 - 2016

Agency - Comcare

Department of Employment Question No. EMSQ15-000240

Senator Ludwig provided in writing.

Question

Comcare - Non-Australian Citizens Employed by the Department/Agency

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

Comcare's policy with regard to hiring non-Australian citizens is stated in the *Comcare Conditions of Engagement Policy*. The policy states:

In line with Australian Public Service Commission guidelines, Comcare's policy is that all employees will be Australian citizens. However, a waiver may be appropriate in circumstances where it is essential to the efficiency and effectiveness of Comcare's operations and non-citizens who are in the process of obtaining citizenship may be appointed to positions within Comcare.

2. *Does the agency have a Culturally and Linguistically Diverse (CALD) policy? If yes, please provide a summary.*

Comcare does not have a specific Culturally and Linguistically Diverse (CALD) policy. During the last 12 months Comcare has developed a Diversity Programme which is being implemented through the following plans and groups:

- a. A Diversity Working Group
- b. Accessibility Action Plan
- c. Reconciliation Action Plan

3. *How does the Department/Agency determine whether a person is a non-Australian citizen?*

All applicants are required to declare on their application cover sheet whether they are an Australian citizen or not. Any successful applicants are then required to provide proof of their citizenship as part of pre-employment screening.

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?*

Comcare has not hired any non-Australian citizens since the Federal election in September 2013.