

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Budget Estimates 2015 - 2016

Agency - Fair Work Building and Construction

Department of Employment Question No. EMSQ15-000243

Senator Ludwig asked in writing

Question

FWBC - 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:
 1. Levels at which they are employed
 2. Immigration Status (Visa)
 3. Cultural Background
 4. Linguistic Background
5. How many were hired to satisfy CALD targets?

Answer

1. As per FWBC's recruitment and selection guide, Australian citizenship is required for employment in FWBC. This is also outlined in the APSC's publication, '*Citizenship in the Australian Public Service*', noting that an agency head can impose Australian citizenship as a condition of engagement. It is also notes that an agency can conditionally engage a person who is not an Australian citizen and who intends applying for citizenship (provided they are entitled to be employed in Australia).
2. FWBC has a workplace diversity statement available on our website. FWBC is committed to creating a working environment that values and utilises the contribution of its staff from diverse backgrounds and experiences.
3. Applicants for positions are required to complete an application cover sheet when lodging a job application with FWBC. This document asks if the applicant is an Australian citizen. It is also recorded on all new employee's induction form.
4. One
 - 1-4. We are unable to provide this information as it would identify the individual