

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Budget Estimates 2015 - 2016

Agency - Fair Work Ombudsman

Department of Employment Question No. EMSQ15-000246

Senator Ludwig provided in writing.

Question

FWO - 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. The Fair Work Ombudsman acts in accordance with the Public Service Act 1999 in all recruitment matters. Subsection 22(8) outlines Agency Heads' obligations with regard to the citizenship status of those engaged by the agency.
 2. The Fair Work Ombudsman has a Diversity and Inclusion Strategy and Agency Multicultural Plan. The Diversity and Inclusion Strategy sets the agency's workplace diversity and inclusion agenda, while the Agency Multicultural Plan maps key activities, responsibilities and timelines for the Fair Work Ombudsman to achieve its diversity goals.
 3. All candidates that apply for positions via the Fair Work Ombudsman's online recruitment portal must provide their citizenship status in a pre-application questionnaire. Candidates who indicate they are non-citizens are advised to contact Fair Work Ombudsman Recruitment for further information about citizenship requirements.
- All Australian citizens born outside of Australia are required to provide evidence of their citizenship as part of Fair Work Ombudsman's pre-employment identification process.
4. Nil.