

## Senate Standing Committee on Education and Employment

### QUESTIONS ON NOTICE Budget Estimates 2015 - 2016

**Agency - Safe Work Australia**

**Department of Employment Question No. EMSQ15-000249**

**Senator Ludwig provided in writing.**

#### **Question**

#### **SWA - 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 Agency's policy for hiring a non-Australian citizen is consistent with the requirements of section 22 of the *Public Service Act 1999*.
2. The *Safe Work Australia Enterprise Agreement 2011-2014* provides obligations to ensure that employment opportunities and career pathways exist for people from Culturally and Linguistically Diverse backgrounds.
3. The Agency requests copies of birth certificate and/or proof of citizenship documentation as part of applications for employment.
4. Nil.