

Senate Standing Committee on Education and Employment

QUESTIONS ON NOTICE Budget Estimates 2015 - 2016

Agency - Workplace Gender Equality Agency

Department of Employment Question No. EMSQ15-000252

Senator Ludwig provided in writing.

Question

WGEA - 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. To be eligible to apply for positions with the Workplace Gender Equality Agency you must be an Australian citizen or eligible to apply for Australian citizenship. All ongoing employees engaged by the Agency are Australian citizens. Non-citizens may be engaged on a non-ongoing basis if they have a valid working visa.
2. The Agency does not have a Culturally and Linguistically Diverse Policy but does have a Diversity Plan and Multi-cultural Plan which explore how the Agency can develop and draw upon the diverse backgrounds of staff and provide culturally appropriate service delivery.
3. The Agency requires proof of citizenship to be provided prior to commencement. Non-citizens are required to provide proof of eligibility to work in Australia prior to engagement as non-ongoing employees.
4. The Agency has hired two employees since the Federal Election in September 2013 who were not Australian Citizen's at the time of employment.
- 1-5. We are unable to provide this information as it would identify individuals.