

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**BUDGET ESTIMATES 2012-2013**

**Finance and Deregulation Portfolio**

**Department/Agency:** Department of Finance and Deregulation

**Outcome/Program:** General

**Topic:** Access and Equity Strategy

**Senator:** Di Natale

**Question reference number:** F132

**Type of question:** Written

**Date set by the committee for the return of answer:** Friday, 6 July 2012

**Number of pages:** 2

**Question:**

- a) How does the Department ensure that the Government's Access and Equity Strategy is implemented in its entirety and in relation to all Departmental activities?
  - i. How does the Department acknowledge the multicultural character of the Australian society, in terms of the services and programs you provide?
- b) How do you measure your success against Access and Equity goals? What evidence do you have that the Department is actively implementing the Government's Access & Equity policy?
- c) What changes will you implement over the next financial year to ensure your programs and services are more accessible to Culturally and Linguistically Diverse (CALD) communities?
- d) What is your Department doing to ensure it has a culturally competent workforce?

**Answer:**

- a) The Department of Finance and Deregulation (Finance) has a comprehensive Diversity Strategy which incorporates the requirements of the Government's Access and Equity Strategy. This strategy is actively managed, assessed and reviewed on a regular basis.
  - i. Finance's Diversity Strategy acknowledges the multicultural character of Australian society (and of Finance's own workforce), while recognising that the programs and services within Finance's business are primarily delivered to other APS agencies and levels of government.
- b) Finance's Diversity Strategy contains a range of targets and key outcomes that are evaluated, reviewed and updated on an annual basis.
- c) Each year Finance's Diversity Strategy is reviewed and changes are made for the coming year to reflect the department's commitment to a diverse workforce, and to ensure

programs and services remain accessible to Culturally and Linguistically Diverse (CALD) communities.

- d) A key element of Finance's Diversity Strategy is to attract and retain a diverse workforce, including a culturally competent workforce. Finance recruits employees from across the population, has a higher number of CALD employees than the APS average and offers English language assistance to staff as required. Finance's online recruitment system and relevant internet pages meet the accessibility requirements for people with a visual disability, and the Finance website provides detailed information on assistance for candidates who are deaf or hearing impaired. The online application form allows candidates to advise of their cultural/diversity background and whether they require assistance with lodging their application or at interview. Externally advertised positions are advertised on the Indigenous jobs online media site. Finance has an active Diversity Network and has designated one of its Deputy Secretaries to be the champion for diversity. Finance offers cultural awareness training related to Aboriginal and Torres Strait Islander culture, and disability, to all staff. Finance works closely with a number of non-government organisations (e.g. the Jawun organisation), to strengthen linkages between public servants and indigenous communities.