

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS
ATTORNEY-GENERAL'S DEPARTMENT

People, Information and Technology Division

Question No. 181

Senator Boyce asked the following question at the hearing on 27 May 2009:

For the Portfolio:

- a) How many people with a disability were employed full-time and how many part-time? What classifications were these staff employed under?
- b) What percentage of staff in the Department had a disability at March 30, 2008 and March 30, 2009?
- c) What programs does the Department have to encourage the employment of people with a disability?

The answer to the honourable senator's question is as follows:

a), b) and c) Information pertaining to these questions is in the attached table. It should be noted that the provision of this information by employees is voluntary, therefore the attached numbers are only reflective of those employees who have disclosed a disability to their Department/Agency.

	Staff Employed	Classification	Percentage of staff with disability at March 30 2008	Percentage of staff with disability at March 30 2009	Programs to encourage the employment of people with a disability
Attorney-General's Department (AGD)	Full-time = 15 Part-time = 3 Casual = 1	Graduate = 1 APS 1/2 = 2 APS 4 = 1 APS 5 = 2 APS 6 = 1 EL 1/SLO = 7 EL2/PLO = 4 SES 1 = 1	1.8%	1.6%	AGD has an active 2008-2010 Workplace Diversity Program, and flexible working conditions to facilitate needs of the individual. As reported in the AGD 2008-09 Annual Report, the Department has set action items against the Commonwealth Disability Strategy and reports each year on its current level of performance against a number of indicators.
Administrative Appeals Tribunal (AAT)	Full-time = 2 Part-time = 1	APS 3/4 = 2 EL2 = 1	1.83%	1.92%	<p>The Tribunal has a number of strategies in place in relation to the employment of people with disabilities.</p> <ul style="list-style-type: none"> • Job Application Cover Form includes an "<i>Attending the interview</i>" section which provides applicants who are of indigenous descent, from a non-English speaking background, or have a disability, to indicate so, if they wish to, so that the selection committee can arrange for any special equipment needs to be made available for the interview; • Workplace Diversity and Disability Action Plans; • Workplace Diversity Committee; • availability of flexible working arrangements through the Collective Workplace Agreement including access to part-time work, Purchased Leave and Support Salary Payments. • Personnel Directions have provisions including: <ul style="list-style-type: none"> - PD 9, <i>Reasonable Adjustment Policy</i> - includes references to its application in the Recruitment process, and the

					<p>Tribunal's commitment to providing support to Tribunal staff who have permanent or temporary disabilities;</p> <ul style="list-style-type: none"> - PD 7, <i>Studies Assistance</i> - strongly encouraged managers to support applications from staff with a personal disability; -PD 23, <i>Staff Selections Handbook</i> - includes a specific section on Equity and Diversity in relation to staff selections. <ul style="list-style-type: none"> • National Relay Service - the Tribunal has in the past year engaged the services of the National Relay Service in relation to Tribunal users and staff who are deaf, or have a hearing or speech impairment; • New staff to the Tribunal complete an Induction Program which includes the requirement to complete the Australian Public Service Commission's Online Induction program and the Tribunal's own "<i>Staff Induction Workbook 1</i>" which refer to disability discrimination and discrimination generally. • The Tribunal has assisted with the Return To Work Plans of other agencies through Work Placements.
Australian Commission for Law Enforcement Integrity (ACLEI)	Nil	Nil	0%	0%	ACLEI currently has no programs which specifically encourage the employment of people with a disability due to the small size of the organisation, however ACLEI currently complies with all legislation
Australian Crime Commission (ACC)	Full-time = 9	APS 3 = 4 APS 4 = 2 APS 6 = 1 EL2 = 1 SES 1 = 1	2%	1.5%	The ACC promotes employment opportunities to members of the community with a disability through its Disability Action Plan. The plan articulates the ACC's aim to remove barriers for employees with disabilities and provide equal access to engagement and advancement opportunities, and provide equal opportunities within the workplace. The plan includes the ACC's ongoing commitment to develop staff in contemporary selection practices including their responsibilities to people with disabilities.
Australian Customs and Border Protection	At 30 March 2009, full-	Customs Level 1	1.86%	1.62%	Customs and Border Protection does not have a formal program to encourage employment of people with a disability. However, since

Service (Customs)	time = 84 part-time =15	(APS3-4) = 37 Customs Level 2 (APS5) = 29 Customs Level 3(APS6) =24 Customs Level 4 (EL1) = 5 Customs Level 5 (EL2) = 3 SES1= 1			March 2009, Customs and Border Protection has been investigating several areas where it could do so. The National Equity and Diversity Coordinator is presenting information sessions to staff on the advantages of employing people with particular skills that would be of benefit. Customs and Border Protection is in contact with recruitment companies over our graduate recruitment, ensuring that people with disabilities are not disadvantaged during the application process; for example, a recent applicant is registered blind.
Australian Federal Police (AFP)	The AFP maintains contemporary reasonable adjustment processes. Any data would be subject to employees' self identifying their disability which is not a mandatory requirement consistent with disability policies and practice.		The AFP supports the provision of employment opportunities for people from diverse backgrounds including people with disabilities. The AFP's Recruitment and Diversity Strategies teams encourage and assist business areas to employ staff with disabilities in appropriate roles. The AFP periodically reviews its policies, protocols, guidelines and recruitment and employment practices to ensure the principles and compliance requirements of the <i>Disability Discrimination Act 1992</i> are met. The AFP is presently developing its Diversity Strategy and Action Plan 2009-2012 in conjunction with the Diversity Council of Australia. The Plan incorporates the review and development of a discrete disability employment strategy.		
Australian Government Solicitor (AGS)	As a government business enterprise, the Commonwealth Disability Strategy does not apply to AGS. While AGS uses this strategy as a useful reference for our own	Based on past data, it is anticipated that between 2% and 4% of AGS employees currently have a disability.	AGS complies with the Disability Discrimination Act 1992. AGS has a comprehensive diversity policy. Included in this policy is the appointment of at least one 'Diversity Contact' in every office across Australia.		

	<p>diversity policy, AGS does not regularly capture information on employees with disabilities.</p> <p>In 2003 AGS surveyed its employees. 23 respondents identified as having a disability. In 2005 AGS again surveyed its employees and 10 respondents identified as having a disability.</p> <p>These figures were not broken down into full-time or part-time categories.</p>				<p>Part of AGS's diversity policy is the promotion of 'reasonable adjustment'...the removal of unnecessary barriers to equal opportunity, participation or performance to accommodate those current employees and to support external applicants with disabilities. AGS regularly applies the 'reasonable adjustment' principle to respond to the temporary or ongoing needs of current and future employees, including for example the modification of technology and workspaces, and the availability of flexible working hours.</p>
Australian Institute of Criminology (AIC) and HR functions for Criminology Research Council (CRC)	None have self-identified as having a disability.	N/A	N/A	N/A	The Institute's policy aims to ensure that selections reflect the Institute's commitment to open competition for appointment on merit and equal employment opportunity.
Australian Law Reform Commission (ALRC)	Nil	N/A	N/A	N/A	The ALRC has an EEO Policy that it uses to ensure that its recruitment and employment practices do not discriminate against people with disabilities
Australian Security Intelligence Organisation (ASIO)	Full-time = 17 Part-time = 2	A03 = 1 A04 = 4 A05 = 6 AE01 =3 AE02 =3 SES B1 =2	0.89%	1.14%	<p>ASIO encourages the employment of people with a disability. ASIO has in place programs to support the employment of staff with a disability this includes:</p> <ul style="list-style-type: none"> • Workplace Diversity Program 2005-09 • Disability Action Plan 2005-09 • HR Policy - Maintaining a Harassment Free Work Environment and Valuing Diversity

					These programs and policy focus on the needs of people with disabilities by providing a working environment where there is fair and equitable access to employment and promotion opportunities. It promotes appropriate training for people with disabilities and for staff working with people with disabilities and ensures premises and facilities are accessible and useable.
Australian Transaction Reports and Analysis Centre (AUSTRAC)	Full-time = 3	APS 4 = 2 EL1 = 1	0.95%	0.92%	The agency encourages the employment of people with disabilities through: <ul style="list-style-type: none"> • placing job advertisements that encourage people with disabilities to apply • Collective Agreement arrangements that offer flexible working conditions and work/life balance • a wellbeing strategy, including availability of workplace ergonomic assessments to employees on commencement or at their request to ensure appropriate facilities/equipment are provided.
CrimTrac	Full-time= 13 Part-time = 2	APS 4 = 1 APS 5 = 2 APS 6 = 2 EL1 = 7 EL2 = 2 SES 1 = 1	8.7%	8.7%	CrimTrac is an equal opportunity employer and provides opportunities to many employees with disabilities. CrimTrac will continue to review its obligations towards existing and future employees with disabilities and, if necessary, introduce further improvements accordingly.
Family Court of Australia	Full-time= 18 Part-time=6	APS 1 = 1 APS 2 = 7 APS 3 = 8 APS 4 = 1 APS 5 = 1 APS 6 = 2 EL2 = 4	4%	4.1%	The Family Court has a draft Disability Strategy which has been approved by its Court Management Group. The draft Strategy focuses on the Court's commitment to comply with the <i>Disability Discrimination Act 1992</i> , to increase the number of people recruited with a disability and to support staff with a disability.
Federal Magistrates Court	Full-time = 1 Part-time = 1	EL 2 = 2	0.73%	Not available	The Federal Magistrates Court acts in accordance with the APS Values to support people with a disability.

					This includes ensuring compliance with the <i>Disability Discrimination Act 1992</i> , supporting the recruitment of people with a disability, supporting staff with a disability with personal career learning and development opportunities and implementing strategies to support staff with disabilities in the workplace.
Federal Court of Australia	Full-time = 3 Part-time = 1	APS 3 = 1 APS 4 = 1 APS 5 = 1 EL1 = 1	1.1%	1.1%	The Court has recently become a member of the Australian Employer's Network on Disability which conducts a 'Stepping into Law' program which provides placements to disabled final year law students. The Court is hoping to offer 4 placements this university semester
High Court of Australia	Casual x 1	APS 3	0%	0.95%	The High Court does not have any special program to encourage the employment of people with a disability
Australian Human Rights Commission	Full-time = 4 Part-time = 2	APS 1 = 1 APS 4 = 1 APS 6 = 2 EL2 = 1 SOH = 1	5.2%	5.2%	The Commission is a member of the Australian Employers Disability Network and has participated in the Willing and Able mentoring program.
Insolvency and Trustee Service Australia (ITSA)	Full-time=10 Part-time=1	APS 2 = 2 APS 3 = 4 APS 6 = 1 EL1 = 4	2.2%	3.4%	ITSA has a Disability Employment Strategy in place. Under the Strategy ITSA has implemented a range of initiatives to encourage the employment of people with a disclosed disability, including better information collection, establishment of a disability recruitment coordinator and membership of the Australian Employers Network on Disability to assist in improving the agency's disability confidence into the future.
National Capital Authority	Full-time = 1 Part-time = 1	Given the small number of employees in the National Capital	3%	3.8%	The National Capital Authority has a work place diversity plan and a disability action plan.

		Authority, the classification has not been included.			
National Native Title Tribunal (NNTT)	Full-time = 4	APS 2 = 2 APS 6 = 1 EL2 = 1	1.6%	1.5%	<ul style="list-style-type: none"> • The NNTT advertises all positions on its website which is compliant to AGIMO standards for people with disabilities. This allows electronic readers for the blind. • Application procedures allow for non-confirming applications for disabled people (such as non-paper based applications.)
Office of the Commonwealth Director of Public Prosecutions (CDPP)	Full-time = 12 Part-time = 2	APS 1 = 1 APS 2 = 1 APS 3 = 2 APS 4 = 2 APS 5 = 2 APS 6 = 2 LO 1 = 1 SLO = 2 PLO = 1	2.39%	2.09%	The CDPP Workplace Diversity Program, Recruitment and Selection Practices and other Human Resource Management policies incorporate principles and actions that support the employment of people with a disability. The CDPP continues to review its employment practices to ensure that they comply with the requirements of the <i>Disability Discrimination Act 1992</i> .
Office of Parliamentary Counsel (OPC)	Nil	N/A	0%	0%	<p>OPC uses the following measures/strategies to encourage the employment of people with a disability:</p> <ul style="list-style-type: none"> • Flexible recruitment strategies that are accessible to applicants with disability by: accepting applications in different formats; have processes in place to ensure that methods of selection do not indirectly discriminate against applicants with disability; and ensure delegates and selection panels are cognisant of the diverse needs of applicants with disability. • Accessible premises and supportive work environment for people with disability by: identifying the reasonable adjustments required by new employees with disability, before they commence duty; and identifying an SES officer to act as a senior-level advocate for employees with disability.

					<ul style="list-style-type: none">• Collect data on the number of people with disability who applied for positions in OPC
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