

**Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
Industry and Science Portfolio  
2015-16 Budget Estimates  
3 and 4 June 2015

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**AGENCY/DEPARTMENT:** DEPARTMENT OF INDUSTRY AND SCIENCE

**TOPIC:** Non-Australian Citizens Employed by the Department/Agency

**REFERENCE:** Written Question – Senator Carr

**QUESTION No.:** BI-85

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:
  - a) Levels at which they are employed.
  - b) Immigration Status (Visa).
  - c) Cultural Background.
  - d) Linguistic Background.
  - e) How many were hired to satisfy CALD targets?

**ANSWER**

1. The department's policy in regard to hiring non-Australian citizens accords with the arrangements set out in the Australian Government Protective Security Policy Framework and the *Public Service Act 1999*, which requires APS employees to be Australian citizens except where no Australian citizens can be identified to undertake particular roles.
2. The department has an Agency Multicultural Plan as well as a Multicultural Access and Equity Policy and Language Communication Plan. These documents set out the department's objectives in facilitating improved responsiveness and delivery of services to members of culturally and linguistically diverse communities as well as providing guidance to staff on how to engage to ensure that products, services and messages are best delivered to our stakeholders.
3. Citizenship is determined through a mandatory question in the online application form. Unless there is a special requirement to allow non-Australian citizens, applicants are prevented from progressing further in the application process. A further check is undertaken through the security clearance process, where applicable.
4. The department currently has 17 staff who are non-Australian citizens. With the exception of one, all are employed in the department's science areas (National Measurement Institute and Australian Astronomical Observatory).
  - a) APS4 x 5  
APS5 x 4  
APS6 x 3  
EL1 x 2  
EL2 x 2
  - b) Seven are on 457 visas, 10 are permanent Australian residents.
  - c) Not readily available.

- d) Not readily available.
- e) None were hired in relation to CALD targets.