

**Senate Finance and Public Administration Legislation Committee
—Additional Estimates Hearing—February 2017**

Answers to Questions on Notice

Parliamentary departments, Department of Parliamentary Services

Topic: **Indigenous employment target**

Question: **14**

Hansard Reference **p 20; 27 February 2017**

Date set by the committee for the return of answer: 13 April 2017

Senator McKENZIE: How long has this initiative been in place?

Ms Hinchcliffe: The Indigenous employee network? It had its first meeting on 2 February 2017.

Senator McKENZIE: When was the target of three per cent set?

Ms Hinchcliffe: I would have to take that on notice.

Answer

On 19 June 2015, the Acting Australian Public Service Commissioner wrote to DPS advising that the department was required to achieve a minimum target of 2.5% indigenous employment by June 2018. A copy of that letter is attached.



Australian Government
Australian Public Service Commission

RECEIVED
25 JUN 2015
Secretary
Dept of Parliamentary Services

Australian Public Service Commissioner
Dr Dianne Heriot
Acting Secretary Department of Parliamentary Services
Parliament House, CANBERRA ACT 2600

Dear Dr ^{Dianne} Heriot,

I refer to the letter of 9 April 2015 about the Government's commitment to increase the representation of Indigenous employees across the Commonwealth public sector to three per cent by 2018.

To meet the Government's target, every Commonwealth agency will be required to play its part. A small number of agencies have a higher Indigenous representation due their regional footprint and agency functions and are well-placed to adopt a target beyond three per cent. The remainder will be required to achieve a minimum target of 2.5 per cent. Your agency is included in this group. I acknowledge that this will be challenging for some agencies, but it is essential if we are to meet the Government's overall target of three per cent.

Should you wish to nominate a target higher than 2.5 per cent, noting this is to be achieved over the next three years, I would welcome your additional contribution.

Please note that agencies are required to report their Indigenous representation annually to the Australian Public Service Commission, with effect from 30 June 2015. This information will be made publicly available. There is also a mandatory requirement for agency's Indigenous representation to be reported in annual reports with effect from 2015.

On 3 June 2015, the Secretaries Board endorsed the draft Commonwealth Aboriginal and Torres Strait Islander Employment Strategy. The draft Strategy will be provided to the Prime Minister for final agreement and will be made available shortly thereafter.

By working together and maintaining a focus on increasing the recruitment and retention of Indigenous employees, will be able to achieve our target and improve outcomes for Indigenous Australians.

I would be grateful if you would forward details of your contact officer to establish the reporting arrangements. My contact on this matter is Ms Lucy Poole at lucy.poole@apsc.gov.au and 02 6202 3886. Ms Poole or I would be happy to assist with any questions you may have.

Yours sincerely

Stephanie Foster

Stephanie Foster PSM
Acting Commissioner

19 June 2015