

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Resources, Energy and Tourism Portfolio

Budget Senate Estimates

2 June 2009

Question: **BR-25**

Topic: Staff with a Disability

Proof Hansard Page: Written

Senator Boyce asked:

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

Answer:

It should be noted that the disclosure of this type of information by staff is voluntary.

1. At 30 March 2009, 6 employees had disclosed disabilities. One of these employees was part time and 5 full time. We are not willing to break down classifications as staff members may be identified.
2. At 30 March 2008 1.2% of staff in the Department had a disclosed disability. At 30 March 2009, 1.6% of staff in the Department had a disclosed disability.
3. The Department provides reasonable adjustment to the workplace for employees with a disability. Recruitment selection is free from discrimination. The Department has a Workplace Discrimination and Harassment Framework.

GA input:

1. On the basis of employee self-reporting, there are no employees recorded as having a disability in the Geoscience Australia human resource management information system (HRMIS).

2. Nil and nil respectively, on the basis of employee self-reporting in the Geoscience Australia HRMIS.

3. Geoscience Australia has a Workplace Diversity Program under which there is a Workplace Diversity Plan, a Workplace Diversity Committee and Workplace Diversity Officers. The agency makes employment decisions based on merit, directly related to the requirements of the job, and this commitment is reflected in staff selection training provided over the last two financial years.