



## LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

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### SELECT COMMITTEE ON ESTIMATES 2023-2024

Mr Mark Parton MLA (Chair), Ms Jo Clay MLA (Deputy Chair),  
Mr Michael Pettersson MLA

### ANSWER TO QUESTION TAKEN ON NOTICE DURING PUBLIC HEARINGS

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Asked by Mr Andrew Braddock MLA on 27 July 2023: Ms Kathy Leigh took on notice the following question(s):

[Ref: Uncorrected Hansard Transcript 27 July 2023 [PAGE 51]]

In relation to:

**MR BRADDOCK:** I am interested in the ACTPS employment promotions of people of culturally and linguistically diverse backgrounds, and I am keen to have an update as to what is the ACTPS doing to foster them within its service.

**Ms Leigh:** Thank you, Mr Braddock. And the diversity of our service is extremely important, both because we cannot properly serve our community if we are not roughly representative of our community, but also because a diverse service ensures that we have many different perspectives brought to—whether it is policy development or whether it is services, many different perspectives brought to an issue to challenge and make sure that we are really thinking through the best way of handling an issue.

You are absolutely right to raise this issue, because it is key to having a successful service, and we are constantly striving for that. I have information I can provide you on percentages in our workforce. Could you just remind of the precise aspect you were interested in?

**MR BRADDOCK:** If you have any figures, please just provide them in on notice. I am more interested in the strategies that you are utilising to promote the service to call communities, encourage and enable them to apply, and assisting them with applications or promotions so that they are able to fully partake in the service.

**Ms Leigh:** All of the advertisements for our positions and the material that is provided to people who seek information about a particular position makes clear that we are an inclusive workforce that welcomes a very diverse workforce. I would like to take on notice any details in terms of assistance that might be provided. I think it is also consistent with the messaging provided across our service in terms of how we operate; the fact that we provide materials in many languages, for example. There is, of course, a sort of continuum between government policies on inclusion and the operation of the service and how we operate, which I think sends that message to the community about the nature of our service and the fact that we are very welcoming.

Mr Andrew Barr: The answer to the Member's question is as follows: –

The ACT Public Service (ACTPS) is proud to be a diverse and inclusive employer. Workforce data records that:

- 2.1 per cent of staff identify as Aboriginal and/or Torres Strait Islander peoples;
- 35.4 per cent of staff were born overseas; and
- 24.3 per cent of staff learned English as a second language.

The ACTPS actively encourages job applications from CALD people. ACTPS Recruitment Guidelines include best-practice guidance to support an inclusive recruitment experience for all applicants including CALD applicants. The guidelines state our commitment to *“attracting, retaining and developing...Culturally and Linguistically Diverse People,”* along with other diverse workforce groups.

The ACTPS provides dedicated inclusive employment pathways for CALD people. These are:

- the ACTPS Vocational Employment Program (VEP); an entry-level employment program offering permanent employment upon successful completion was opened to CALD applicants for the first time this year; and
- the ACTPS Work Experience Support Program (WESP); supporting CALD Canberrans who are recent migrants to gain public sector work experience.

Planned further work to attract and retain CALD people within the ACTPS workforce will focus on developing a mentorship program for CALD people looking to progress their careers to Senior Executive levels in the ACTPS.

The ACTPS will consider opportunities to update current workforce data definitions and indicators for CALD employees once the new Australian Government working group on CALD Data Collection has produced findings.

Approved for circulation to the Select Committee on Estimates 2023-2024

Signature: 

Date: 10.8.23

By Chief Minister, Andrew Barr MLA