



LEGISLATIVE ASSEMBLY FOR THE AUSTRALIAN CAPITAL TERRITORY

SELECT COMMITTEE ON ESTIMATES 2023-2024

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

ANSWER TO QUESTION ON NOTICE

Andrew Braddock MLA: To ask the Chief Minister

Hearing Date: 27/7/2023

In relation to: ACT Public Service inclusivity of CALD applicants and employees

In creating an inclusive workforce does the Government apply any of the following strategies?

- (i) deidentification of applications;
- (ii) unconscious bias and anti-racism training;
- (iii) encouragement of applications from people who identify in the CALD community;
- (iv) encourage CALD applicants on ACTPS employment communication;

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

The ACT Public Service is proud to be a diverse and inclusive employer with strong workforce representation of Culturally and Linguistically Diverse (CALD) people. Current workforce data shows that 24.3% of the ACTPS identify as CALD people.

The Office of Industrial Relations and Workforce Strategy (OIRWS) recently conducted a best practice review into the attraction and retention of CALD people into and across the ACT Public Service. The review found:

- i. Deidentification of applications is not recommended in the ACTPS due to lack of evidence around efficacy of this practice in public sector settings, and potential limiting of panel members' ability to identify conflicts of interest.
- ii. Training on unconscious bias and CALD awareness is available to all staff in the form of e-learning.
- iii. Current ACTPS Recruitment Policy and Guidelines (guidelines) support the recruitment of CALD people into the ACTPS, along with people from other diverse communities. Further, the ACTPS Vocational Employment Program was expanded this year to welcome applications from CALD people.
- iv. On the [ACTPS Employment Portal](#), [CALD](#) people are specifically encouraged to apply for ACTPS jobs. Work is currently being undertaken to update and improve communications on the ACTPS Careers and Employment website to reflect the ACTPS' CALD-inclusive approach to employment.

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

Signature: 

Date: **3.8.23**

By the Chief Minister, Andrew Barr MLA