



Diversity

The CPSU is claiming:

“The parties shall commit to practical measures to improve the diversity of the APS workforce, including Aboriginal and Torres Strait Islander employees, employees with a disability and employees from culturally and linguistically diverse backgrounds. This shall include agreed strategies to improve the recruitment and retention of Aboriginal and Torres Strait Islander employees, such as the use of identified positions. There shall also be measures to improve the representation of people with a disability in the workforce, including through the use of reasonable adjustment”.

The CPSU’s claim is supported by the APS Bargaining Framework and Supporting Guidance. Provisions 4.5.6 and 4.5.6 of the Supporting Guidance set out the Government’s commitment to increase Aboriginal and Torres Strait Islander employment in the APS to 2.7% by 2015. The Supporting Guidance goes on to state:

“...agencies are encouraged to include specific provisions in enterprise agreements to improve the attraction and retention of Aboriginal and Torres Strait Islander employees...”

Agencies are also encouraged to implement workplace policies and strategies to improve representation of employees with a disability and from culturally and linguistically diverse backgrounds. Where appropriate such measures should be negotiated and included in enterprise agreements.”

The CPSU also notes advice released last year by the Department of Education, Employment and Workplace Relations on how agencies are to set targets on Aboriginal and Torres Strait Islander employment. That advice indicates that APS agencies with more than 100 employees should:

- seek to reach the target of 2.7% of Aboriginal and Torres Strait Islander employees by 2015, where they are currently below that level; or
- seek an increase of 20% where the agency is currently employing more than 2.7% of Aboriginal and Torres Strait Islander employees¹.

The CPSU seeks the inclusion of the following provisions in support of its claim and consistent with the Government’s commitment on these issues.

Commitment to increase Aboriginal and Torres Strait Islander employment

¹ Further information is available here

<http://www.deewr.gov.au/Indigenous/Employment/Pages/PublicSectorEmployment.aspx>

The CPSU seeks a commitment in the enterprise agreement to increase Aboriginal and Torres Strait Islander employment over the life of the agreement.

CPSU Model Clause

“The Agency will make all reasonable endeavours to increase Aboriginal and Torres Strait Islander employment to at least 2.7% of employees of the Agency over the life of this agreement. In consultation with employees and unions, the Agency will implement targeted strategies to improve the attraction and retention of Aboriginal and Torres Strait Islander employees to meet this goal”.

Some agencies already meet this goal; predominantly these agencies are ones where the policy or services being implemented have a strong Aboriginal and Torres Strait Islander focus. In such cases, the CPSU seeks the inclusion of the following clause:

“The Agency will make all reasonable endeavours to further increase the level of Aboriginal and Torres Strait Islander employment in the Agency over the life of this agreement. The parties shall agree on appropriate targets, these targets should be no less than increases of Aboriginal and Torres Strait Islander employment by 20% by 2015.”

In consultation with employees and unions, the Agency will implement targeted strategies to improve the attraction and retention of Aboriginal and Torres Strait Islander employees to meet this goal”.

Improved career pathways

The CPSU also seeks specific provisions to improve the career pathways for Aboriginal and Torres Strait Islander employees, as well as employees with a disability and employees from culturally and linguistically diverse backgrounds.

CPSU Model Clause

“The Agency shall implement measures to improve the career pathways of Aboriginal and Torres Strait Islander employees, employees with a disability and employees from culturally and linguistically diverse backgrounds. This shall include, but not be limited to, additional training, mentoring programs and cadetships.”

Advisory Committee

The CPSU also seeks to establish relevant advisory committees to provide advice and monitor the implementation of these strategies. This should include an Aboriginal and Torres Strait Islander Advisory Committee to monitor and provide advice on the implementation of strategies to improve the representation of Aboriginal and Torres

Strait Islander employees. Similar committees for employees with a disability and employees from culturally or linguistically diverse backgrounds may also be established.

CPSU Model Clause

“An Aboriginal and Torres Strait Islander Advisory Committee will be established to provide advice and monitor the implementation of strategies to improve the representation of Aboriginal and Torres Strait Islander employees. The Advisory Committee will be made up of management representatives, Aboriginal and Torres Strait Islander employee representatives and union representatives. The Advisory Committee will meet regularly and make recommendations to the Agency Head.

Advisory Committees for employees with a disability and employees from culturally or linguistically diverse backgrounds may also be established.”

Employee networks

As part of the Agency’s strategy to improve the diversity of the workforce, the CPSU seeks the establishment of relevant networks of employees. This should include an Aboriginal and Torres Strait Islander network. Networks for employees with a disability and employees from culturally or linguistically diverse backgrounds may also be established where there is support.

CPSU Model Clause

“An Aboriginal and Torres Strait Islander network will be established. The network will be open to all Aboriginal and Torres Strait Islander employees. Networks for other groups of employees, including employees with a disability and employees from culturally or linguistically diverse backgrounds may also be established”

Reporting

As set out below, the CPSU also seeks regular reporting requirements on these matters.

CPSU Model Clause

“The Agency will regularly report to the Advisory Committee, and other relevant forums, on the following matters:

- Aboriginal and Torres Strait Islander employees currently employed by the Agency on the basis of gender, classification, location, length of service and form of employment (ongoing, casual or fixed term/task);

- Employees with a disability currently employed by the Agency on the basis of gender, classification, location, length of service and status (ongoing, casual or fixed term/task);
- Employees from culturally or linguistically diverse backgrounds currently employed by the Agency on the basis of gender, classification, location, length of service and status (ongoing, casual or fixed term/task);
- Rates of engagement and separation for all employees;
- Rates of engagement and separation for Aboriginal and Torres Strait Islander employees;
- Rates of engagement and separation for employees with a disability; and
- Rates of engagement and separation for employees from culturally or linguistically diverse backgrounds.

At a minimum reporting will occur quarterly”.