



Freedom of Information Request

FOI 24-274

June 2024

Request:

Any data that the department holds relating to the lack of diversity and cultural safety for Aboriginal and Torres Strait Islander people, including but not limited to, the following:

1. The number of Aboriginal and Torres Strait Islander applicants per year for five years compared to mainstream applications
2. The number of Aboriginal and Torres Strait Islander applicants merit listed per year for five years compared to mainstream applications
3. The number of Aboriginal and Torres Strait Islander applicants offered a position per year for five years compared to mainstream applicants
4. The number of complaints about bullying, harassment, discrimination by Aboriginal and Torres Strait Islander employees per year for five years
5. The separation rate of Aboriginal and Torres Strait Islander people from the department compared to others per year for five years
6. Any plans, initiatives, or programs the department has developed and implemented to improve Aboriginal employment.

Response:

Please note in relation to the first two parts of the request:

- Data is at 13 June 2024 capturing the period 13 June 2019 to 13 June 2024
- Numbers reflect externally advertised processes (open to all eligible members of the community)
- Numbers reflect processes that have been finalised
- The job posting closing date was used to determine which calendar year applicants were grouped into
- The answers include candidates who were accessed from the merit pool by other agencies (under hired/promotions) as we do not separate that data.
- The above only includes people who have nominated that they are Aboriginal and Torres Strait Islander, noting that some choose the 'choose not to give' or 'no' option.

1. The number of Aboriginal and Torres Strait Islander applicants per year for five years compared to mainstream applications

	First Nations	Mainstream
*June 2019	26	1196
*2020	68	3889
2021	77	4471
2022	95	4952
2023	208	7960
2024 to date	62	1604
Total	536	24072

* Data prior to 1 February 2020 is based on the former Department of Infrastructure (pre-Machinery of Government change)

2. The number of Aboriginal and Torres Strait Islander applicants merit listed per year for five years compared to mainstream applications

	First Nations Hired / Promoted	First Nations Merit Pool	First Nations Total	Mainstream Hired / Promoted	Mainstream Merit Pool	Mainstream Total
*June 2019	1	1	2	93	102	195
*2020	6	6	12	290	342	632
2021	6	24	30	327	723	1050
2022	13	13	26	421	550	971
2023	11	18	29	328	898	1226
2024 to date	5	7	12	61	143	204
Total	42	69	111	1520	2758	4278

* Data prior to 1 February 2020 is based on the former Department of Infrastructure (pre-Machinery of Government change)

3. The number of Aboriginal and Torres Strait Islander applicants offered a position per year for five years compared to mainstream applicants

- Data on Hires/Promotions and Merit Pools has been captured in the previous answers.
- The department is unable to accurately provide a response to this question because candidates who decline a role are returned to the merit list. This is consistent with the Australian Public Service Commission guidelines. Any instances of candidates declining a role and being returned to the merit list will be reflected in the department's reports in the same way as if the candidate was only merit pooled and never made an offer.

4. The number of complaints about bullying, harassment, discrimination by Aboriginal and Torres Strait Islander employees per year for five years

- Nil response. The department’s data tracker does not include whether a complainant identifies as an Aboriginal and Torres Strait Islander person.

5. The separation rate of Aboriginal and Torres Strait Islander people from the department compared to others per year for five years

- Please note, attrition data was unable to be separated for First Nations employees in the 2020/2021 financial year.
- On 1 February 2020, the then Department of Infrastructure, Transport, Cities and Regional Development was merged through a Machinery of Government change with the former Department of Communications and the Arts. Comparable figures prior to this are unavailable.

Category	2023/24 (to 31 May 2024)	2022/23	2021/2022	2020/2021	2019/2020
Indigenous Separation Rate	9.5%	10.3%	22.8%	18.0%	NA
Non-Indigenous Separation Rate	16.6%	20.2%	24.5%	18.0%	NA
Overall Departmental Separation Rate	16.3%	19.9%	24.4%	18.0%	NA

6. Any plans, initiatives, or programs the department has developed and implemented to improve Aboriginal employment.

- The department participates in the following external facing activities/initiatives to recruit Aboriginal and Torres Strait Islander people:
 - Indigenous Apprenticeship Program (IAP)
 - Indigenous Australian Government Development Program (IAGDP)
 - Indigenous Graduate Pathway (IGP)
 - Talent Management Program
 - The Indigenous Development Employment Program (IDEP)
 - Bulk Affirmative Measures round for COO Group in 2023
- The department offers the following activities/initiatives to build cultural capability and support our Aboriginal and Torres Strait Islander employees:
 - Yarn to Thrive program
 - First Nations Network
 - NAIDOC and National Reconciliation Week activities
 - Yarra up Sessions
 - Reconciliation Action Plan
 - First Nations Steering Committee
 - Jawun Program
 - Pat Turner and Sir Ronald Wilson Scholarship
 - First Nations Languages training
 - Cultural appreciation training (mandatory for Senior Executive Service Officers)
 - Indigenous liaison team