



Australian Government

**Department of Broadband,
Communications and the Digital Economy**

Workplace Diversity Statement

The Department of Broadband, Communications and the Digital Economy (the Department) is committed to an environment at work that allows for diversity amongst employees.

The *Public Service Act 1999* (PS Act) requires the Department to establish workplace diversity programs to assist in giving effect to the APS Values. The following APS Values are of particular relevance to diversity and human resource policies in the Department:

- merit-based employment
- non-discrimination and diversity
- fair, flexible, safe and rewarding workplace, and
- equity in employment.

The Department has put in place measures to:

- help prevent all forms of discrimination, whether direct or indirect, consistent with Commonwealth law, and
- recognise the positive advantages of, and help make best use of, diversity in the workplace and the Australian community.

We also assist employees to balance their work, family and other caring responsibilities effectively by encouraging the development of mutually beneficial work practices.

The workplace diversity program includes measures directed at ensuring that:

- corporate, business and human resource plans demonstrate that we value the diverse backgrounds of our employees, and are able to access and make use of the diverse skills and experience of our employees
- workplace structures, systems and procedures help employees balance their work, family and other caring responsibilities effectively
- engagement decisions take account of the diversity of the Australian community as well as the Department's organisational and business goals and the skills required for the job, and
- employment decisions are transparent, equitable and procedurally fair.

The Department has put in place measures to eliminate employment-related disadvantage on the basis of:

- being an Aboriginal and/or a Torres Strait Islander under the meaning of the *Racial Discrimination Act 1975*, or
- gender, or
- race or ethnicity, or
- physical or mental disability.

The Department will continue to:

- give the Public Service Commissioner a copy of our workplace diversity programs as soon as practicable, after they have been established
- give the Commissioner a copy of any updated program after it has been revised
- develop performance indicators for workplace diversity programs so that the effectiveness and outcomes of these programs can be evaluated
- evaluate and report on the effectiveness of workplace diversity programs each year
- review our workplace diversity program at least once every four years to ensure that the program continues to give effect to the APS Values and achieves its outcomes, and
- give the Commissioner any information required to enable the Commissioner to evaluate and assess the effectiveness of workplace diversity programs for the State of the Service Report.

Diversity in the Department is supported by a number of plans which detail actions and performance indicators. The effectiveness and outcomes of these plans is reported biannually to the Diversity and Harassment Committee.

- [Dealing with harassment and bullying 2008–2011 plan](#)
- [Levelling the playing field for people with a disability 2009–2011 plan](#)
- [Indigenous Employment Plan 2008–2010](#)

The [Reconciliation Action Plan 2010-2012](#) is monitored, reviewed and updated annually by a working group consisting of internal stakeholders and an Indigenous representative.

Examples of existing diversity initiatives and programs are:

- use of the *Get it Right recruitment kit for managers*
- participation in the APSC Indigenous Entry Level Traineeship Program
- exit questionnaire and exit interviews
- annual voluntary updates of diversity data
- internal training opportunities – APS Values, Cultural Awareness
- the Studybank program
- a mentoring program
- participation in the APSC Indigenous Graduate Program
- a Carers' room
- an Eldercare Resource Kit
- Diversity and Harassment Contact Officers
- a Diversity and Harassment Committee

- an Indigenous network
- conducting Mental Health First Aid courses
- use of the Disability Employment Network
- member of the Australian Employers Network on Disability
- a SES Disability Champion
- a Vacation Childcare Program
- the Employee Assistance Program
- a Disability Contact Officer for people considering work in the Department, and
- the [Enterprise Agreement 2010-2011](#).

Where to get further information:

- APSjobs website (www.apsjobs.gov.au)
- APS Values (www.apsc.gov.au/values) and APS Code of Conduct (www.apsc.gov.au/conduct)
- Australian Public Service Commission—State of the Service reports (www.apsc.gov.au/stateoftheservice)
- [Public Service Act 1999](#) (PS Act)
- [Public Service Commissioners Directions 1999](#)

Peter Harris
Secretary

August 2010