

CHAPTER FOUR: STATE AND TERRITORY GOVERNMENT CONTRIBUTIONS

COMMUNITY RELATIONS COMMISSION FOR A MULTICULTURAL NSW

Increasing Understanding of Australia's Legal System

The Legal Aid Commission of NSW is particularly concerned to address the communication barriers facing some groups such as: recently arrived immigrants; clients who are illiterate in English and/or in their own language; and those whose previous experience makes them reluctant to seek assistance from government agencies. The Commission provides clients with interpreters and employs 29 staff in receipt of a Community Language Allowance. Specific strategies adopted to increase understanding of individual rights and responsibilities within the Australian legal system include:

- the provision of information sessions on legal rights and legal aid services at schools in areas with a large percentage of students from culturally diverse backgrounds such as Wollongong, Burwood and Fairfield
- a training day provided by Legal Aid lawyers and the Shopfront Legal Centre for youth workers in Cabramatta on issues relating to police powers and the legal system
- a weekly drop-in criminal and civil law advice service for Vietnamese clients conducted by Fairfield Legal Aid lawyers, in conjunction with Cabramatta Community Centre.

Fired Up

This strategy by the Department of Sport and Recreation aims to encourage people from diverse cultural and linguistic backgrounds to further participate in sport and recreational activities. Arabic, Cantonese, Mandarin and Spanish speakers were recruited and trained to conduct interviews on ethnic media to promote the project. As a direct result of the campaign, increases occurred in enrolments in ethno-specific exercise classes. An ethno-specific directory of sport and recreation clubs was also developed.

Bilingual Support for Carers - Western Sydney Area Health Service

Bilingual Group Leaders (BGLs) from 10 language groups have been recruited and trained by the Transcultural Mental Health Centre, to provide structured support for carers of someone with a mental illness. These BGLs were trained to facilitate carer support groups, as well as a number of other initiatives.

Tailored programs are developed for each support group in consultation with carers. The program includes psycho-education, problem solving and other activities with additional counselling support available to individual members when required. The project also aims to reduce stigma by using ethnic media and conducting awareness raising sessions with the identified communities.

Buddha Radiant Awakening

The Art Gallery of NSW in conjunction with the Migration Heritage Centre and the University of Western Sydney undertook a new community involvement initiative in conjunction with the *Buddha Radiant Awakening* exhibition to attract new audiences to the Gallery including Asian immigrant communities, New Age groups and young people. 'The Wisdom Room' formed a space at the exhibition devoted to Buddhist communities in the greater Sydney area. In this space Buddhist culture and practice were contextualised through live events such as Dharma talks by Buddhist monks and calligraphy and meditation classes.

Multilingual Sexual Assault Information Project

This project, an initiative of the Transcultural Mental Health Centre and the NSW Centre for Mental Health, grew out of a concern voiced by the NSW Sexual Assault Service that few clients from non-English speaking backgrounds were accessing its services. The project was based on community engagement principles, involving the formation of working parties for each of the targeted language groups, to determine resource development processes, and ensure community

ownership and cultural appropriateness. Booklets entitled *What is sexual assault and where can you get help?* have been produced in ten languages.

Interpreters and the Law

Under the Interpreters and the Law training program, an initiative of the Attorney-General's Department and the Community Relations Commission, the skills of interpreters and the quality of interpreter services to the New South Wales court system will be enhanced, to ensure that the recipient party can understand and participate in court proceedings and exercise their legal rights.

To date 384 interpreters from 53 language groups, including Auslan (Australian Sign Language), have successfully completed the training program run by the University of Western Sydney. Over 170 specialist interpreters from the 'Interpreters and the Law' course graduated during Law Week 2002.

Primary Care Resources Multilingual CD-ROM

This CD-ROM reference for both health practitioners and their patients has been distributed free to all GPs across South Eastern Sydney Area Health and to interested Area Health professionals. It was developed because patients maintain that during their consultation they listen to and understand their doctor, but often do not fully absorb all the information.

The CD-ROM contains information on a wide range of health topics for patient information and provides clinical guidelines for health practitioners. It has been produced in a wide range of languages. Doctors print out the relevant information for patients in the language of their choice. It is envisaged that the CD-ROM will be updated regularly.

Recruitment and Retention Action Plan - NSW Police

In 2001, the Commissioner for Police and the Police and Ethnic Communities Advisory Council

endorsed a project brief for the development of a comprehensive NSW Police action plan for the recruitment and retention of police from culturally and linguistically diverse backgrounds.

A literature review of international and national trends in police recruitment and retention policies, practices and strategies in relation to culturally and linguistically diverse communities was an important feature of the preliminary research that has been carried out to inform the action plan.

A series of focus groups and individual consultations have been conducted with officers of culturally and linguistically diverse backgrounds in some 11 regions. It is anticipated that the action plan will be ready by April 2003.

VICTORIAN OFFICE OF MULTICULTURAL AFFAIRS¹

Racial and Religious Tolerance Legislation

The *Racial and Religious Tolerance Act 2001* was passed by the Victorian Parliament on 14 June 2001. The Act prohibits vilification on the grounds of race or religion, and offers victims a means of redress through the processes of the Equal Opportunity Commission of Victoria. In the lead up to the passage of this legislation, 20 consultations were held attended by over 1,500 people from metropolitan areas and regional centres across Victoria. The forums were advertised in 35 ethnic publications and on 25 different ethnic radio broadcasts. Targeted consultations with Indigenous and ethno-specific communities were amongst those held, and there was a forum for religious groups. Over 5,500 written submissions were received in response to the draft Bill and Discussion Paper. An information and education campaign followed the introduction of the legislation and a range of materials were made available through mail outs and on the Victorian Office of Multicultural Affairs web site, including *What You Need to Know* and *Frequently Asked Questions Fact Sheets*.

¹ The Victorian Office of Multicultural Affairs contributed to the 2001 Access and Equity Report. Its contribution was omitted in error.

Language Services

In 2001, a state-wide analysis of language services was undertaken in Victoria. In the 2002-03 budget, the Victorian Government allocated two million dollars over four years to effect improvements to language services in four key areas. These areas include improving the supply and quality of services; meeting demand; monitoring demand and improving structural arrangements.

Whole-of-Government Reporting Framework

The Victorian Office of Multicultural Affairs has developed a framework for multicultural policy coordination, monitoring and reporting processes across the public sector in Victoria as part of the Victorian Government's whole-of-government approach to multicultural affairs.

Launch of the Cultural Diversity Policy Statement

In October 2002, the Victorian *Valuing Cultural Diversity Policy Statement* was launched, together with the Multicultural Resources Directory 2002-03 and an announcement regarding the introduction of Cultural Diversity Week in Victoria in 2003. The statement identifies the Victorian Government's achievements over the past three years and outlines key priorities for action in relation to multicultural policies and programs. This material is available on the VOMA website at www.voma.vic.gov.au.

Victorian Multicultural Commission

Under the 2001-02 Victorian Multicultural Commission (VMC) Community Grants Program, 1264 organisations from culturally and linguistically diverse communities received funding. The Program includes Multicultural Festivals and Events Grants, Organisational Support Grants (for community organisations), Ethnic Schools Grants (for after hours ethnic schools), and Community Partnership Grants (for innovative responses to community issues). The establishment of new VMC grants, funded by the Community Support Fund and including the categories: Community

Strengthening (which targets smaller and newly emerging ethnic communities), Migrant and Refugee Women's and Multicultural Heritage Grants, are expected to create significant new opportunities for the Victorian community.

The VMC is involved in a range of initiatives to develop and enhance the benefits of cultural diversity. One example is the establishment of the Police and Community Multicultural Affairs Committee, an initiative with Victoria Police to assist in securing harmonious relationships between communities and police. The VMC has an increased focus on youth issues and has two co-opted youth commissioners. The VMC has also provided the business community with specialist advice on the opportunities and benefits to business that the diverse community offers.

Department of Human Services

The Victorian Department of Human Services funded a broad range of communication activities as part of their commitment to inform eligible clients, particularly those from multicultural backgrounds, of services and entitlements and how they can be obtained. These included:

- in-language health promotion messages for women from different cultures in the clothing industry through industry visits and community workshops
- strategies to reach problem gamblers through local language-specific radio and print media advertising, brochures, and partnerships between problem gambling services and local communities.

A Ministerial Council for Cultural and Linguistic Diversity provides advice on planning, development and monitoring of responses to multicultural issues to Human Services Ministers. In June 2002, a multicultural component was introduced to the Nurse Recruitment and Retention Campaign, to recruit bilingual nurses into Victoria's health system.

The public health program provided funding to enhance culturally and linguistically diverse participation in screening and immunisation programs. Funds were used to appoint an Education Officer to target overseas-born women for rubella education and screening, production of support material in 14 languages and a communication and recruitment program to educate women from different cultures about the health benefits of the Pap Screen Program. A State Disability Plan was released in September 2002 identifying strategies aimed at enhancing support for those with disabilities and their carers from a culturally and linguistically diverse background. Aligned with this plan is the draft Disability Services culturally and linguistically diverse strategy, which aims to enhance access to support for these people.

Department of Sustainability and Environment and Department of Primary Industries

The Department of Sustainability and Environment and the Department of Primary Industries (formerly the Department of Natural Resources and Environment) have developed and adopted a multicultural strategy and employ a full-time facilitator. The strategy gives effect to the Government's *Growing Victoria Together* policy, which is based on delivering and building a fair and sustainable future, and creating a key foundation for a prosperous Victoria. The Multicultural Engagement Strategy is based on the vision: 'communities that prosper through the sustainable use of their environment'.

The strategy is working to improve access for culturally and linguistically diverse Victorians to the two departments' services, through increasing awareness of these clients needs and the opportunities inherent in satisfying them.

The strategy achieves this by placing the responsibility for engaging with our multicultural communities in the hands of those closest to them, while ensuring that the necessary skills, knowledge and professional support are readily available to

staff. The strategy works with the department's diverse businesses to build engagement with multicultural communities into project plans. In developing strategic priorities, research is undertaken to identify groups and their needs. Multicultural programs are targeted to specifically identified needs and progress is reported regularly.

The Department of Natural Resources and Environment recently received an excellence award by the Victorian Multicultural Commission for their Alligator Weed Project, a successful innovative partnership between the Department, local Government representatives and Sri Lankan community members to raise public awareness and develop an eradication plan for the alligator weed from Victoria. The weed is one of the worst in the world, and had been cultivated in Victoria by the Sri Lankan community in the mistaken belief that it was another closely related plant popular in Sri Lanka.

MULTICULTURAL AFFAIRS QUEENSLAND

Migrant Work Experience Program

The Department of Employment and Training administered two intakes of 18 participants in the Migrant Work Experience Program. The program consists of four-weeks training in office administration conducted by Southbank Institute of TAFE and a six-week work placement with 25 participating Queensland Government agencies. The Program aims to:

- increase access by migrants to Australian employment by providing them with local work experience and references
- promote cohesion by educating participants in Australian workplace culture and enhancing co-workers' understanding of cultural issues.

Seventeen participants in the first intake have obtained ongoing employment. Six participants in the second intake, who completed the program in June 2002, were offered ongoing temporary work or traineeships.

Community Liaison Officer Program

Education Queensland very successfully trialed a Community Liaison Officer (CLO) program in the Logan-Beaudesert school district. The CLOs, who are based with ESL teachers, liaise with 5 of the major ethnic communities in the area: Arabic; Cambodian; Cook Islander; Samoan and former Yugoslav. Their major role is to encourage more involvement by parents of non-English speaking students in school activities.

Refugee Students Support Program

Funding was made available for a part-time youth worker at the Queensland Program of Assistance to Survivors of Torture and Trauma as part of the Refugee Students Support Program. Greenslopes State School appointed an ESL teacher, and two part-time bilingual teacher-aides who provide culturally sensitive links between the school and families. The school also appointed a part-time creative arts therapist who assists refugee students work through a process of recovery by meeting their needs for safety, remembrance and mourning.

English for Mums

An *English for Mums* program offering free classes in English has been established at Woodridge North State School. Mothers are recognised as a key link in the school community but often language barriers prevent important contact with teachers. The program is designed to offer English in a friendly setting while also encouraging mothers to come into the school. Voluntary tutors from the Logan Multicultural Neighbourhood Centre and Access Incorporated support these classes.

Multicultural Bridge Website

The State Library of Queensland's Multicultural Bridge website, www.slq.qld.gov.au/bridge provides linguistically diverse communities with information about how to use Queensland public libraries (including the central multilingual

collection) and access the Internet. Information and links to library services, media-related websites in the client's language, and a search engine are provided in English, Bosnian, Croatian, Italian, Polish, Serbian, Spanish and Vietnamese. Phase two of the site is being planned and will provide information in a further five languages.

Language Services

In 2001–02 Queensland Government agencies reported a total expenditure on Translating and Interpreting Service (TIS) services of around \$1,401,000. Agencies also provided printed multilingual information in the areas of health, transport, safety, anti-discrimination, employment, consumer education and others.

Multicultural Community Development in Mental Health Project

The Queensland Transcultural Mental Health Centre (QTMHC), in partnership with the Centre for Multicultural Mental Health and Wellbeing, initiated the Multicultural Community Development in Mental Health Project. Bilingual community development workers are trained to work with Filipino, Arabic-speaking, Farsi-speaking, former Yugoslav and Samoan communities to address mental health issues. QTMHC also provided training to 761 mental health service staff in South-East Queensland, Townsville, Cairns, Mt Isa and to university students in medicine, psychiatry, social work and psychology.

Government Action Plan for the Australian South Sea Islander Community

In 2000, the Queensland Government recognised Australian South Sea Islanders as a distinct cultural group and acknowledged their contribution to the development of the State and the long-lasting disadvantage endured by the community as a result of a long history of unjust treatment. The Recognition Statement provided the foundation for the Queensland Government Action Plan for

the Australian South Sea Islander Community, which was developed in consultation with the Australian South Sea Islander community and all government agencies. The Plan was endorsed in 2001. It demonstrates the Queensland Government's commitment to ensuring that present and future generations of Australian South Sea Islanders have equality of opportunity to participate in, and contribute to, the economic, social, political and cultural life of the State.

Australian South Sea Islander Initiatives

An additional 30 traineeships for Australian South Sea Islanders were offered throughout the State as part of the Public Sector Employment Initiative in 2001–02. The target was exceeded, and 39 traineeships were provided by 15 State Government departments and three local councils.

The Mackay Health Service District began a new project to reduce diabetes in the Australian South Sea Islander population. This project will develop an effective referral pathway for general practitioners and provide culturally appropriate information to promote healthy lifestyle programs.

The Queensland Government has also undertaken numerous Access and Equity initiatives in other areas such as employment, housing, training, and forums for children and young people. A comprehensive overview of all initiatives can be found in the 2001-02 *Report to the Premier*, at website www.premiers.qld.gov.au/maq

WESTERN AUSTRALIA – OFFICE OF MULTICULTURAL INTERESTS

Multicultural Radio Program - 6 EBA

The aim of this new initiative produced by the Office of Multicultural Interests is to broadcast a 90 minute weekly radio program promoting multiculturalism and showcasing the achievements and contributions of ethnic communities in WA. The radio program is designed to facilitate greater understanding and awareness by the general public

of multiculturalism. It is also a vehicle for empowering communities through the provision of information, community profiles, profiles of community leaders and high achievers. It operates as a mechanism for direct feedback to government through 'talk back' and discussion.

Review of the Language Services Plan

The Western Australian Department of Training undertook a review of its Language Services Plan in August 2002. The Language Services Plan aims to ensure that Department's information, programs and services can be understood and accessed by people for whom proficiency in the English language is a barrier. The new Plan was developed in consultation with key stakeholders and community groups including people from multicultural backgrounds to inform and guide the development and implementation of actions to meet the needs of target groups.

SOUTH AUSTRALIA – OFFICE OF MULTICULTURAL AFFAIRS

As part of a renewed focus on equitable access to Government services in South Australia, several areas have received particular consideration, namely:

- access to interpreters – especially in the public health system
- recognition of skills and qualifications gained overseas
- cultural and linguistic diversity of government boards and committees
- Access and Equity reporting by government agencies
- use of ethnic media to promote government services and programs
- staff training to raise awareness of cultural/linguistic/religious/racial diversity.

Access and Equity Performance Management Framework

The Office of Multicultural Affairs (OMA) produced the 2000-01 whole-of-government Access and Equity Report. In partnership with other government departments, OMA developed a Performance Reporting Framework for implementation during 2003. The framework provides the basis for quantitative and comparative reporting by government agencies, and contains a series of performance indicators and measures that will assist agencies in assessing how well the needs of culturally diverse people have been met. It will also enable agencies to monitor their service improvements over time and report on these quantitatively.

Multicultural Good Practice Network

The Multicultural Good Practice Network is an innovative, whole-of-government initiative based on the principles of the *Charter of Public Service in a Culturally Diverse Society*. Topics covered this year included the State Government's policy commitments and their implementation, and effective use of Census 2001 demographic data.

Overcoming the Language Barrier

The Interpreting and Translating Centre (ITC), the commercial arm of the Office of Multicultural Affairs, assisted agencies deliver more than 30,000 occasions of service to persons who speak little or no English. The area of the greatest demand for ITC's services was the public health system, but courts of law, police and education authorities used many interpreting and translating services too.

Multicultural Youth Leadership Initiatives

Multicultural Youth Leadership Initiatives is an innovative youth leadership development camp organised by the Office of Multicultural Affairs in the Adelaide hills. In addition a Youth Leadership Summit was organised at the Salisbury High School. These activities provided opportunities for

young people to develop skills and strategies to combat racism, support youth participation in fostering harmony, understanding and respect in schools, families and communities.

Magazine *Multicultural Life*

Multicultural Life is a State Government publication that provides information about the demography and history of the State, the Government's multicultural policies and their implementation, as well as reports about ethnic community initiatives and events. The February 2002 issue highlighted cultural diversity in the arts and the multicultural aspects of the Adelaide Festival, and also contained articles on several youth and women's initiatives.

The June 2002 issue featured a column by the Minister for Multicultural Affairs outlining some of the Government's key commitments for multicultural South Australia. It also included articles on the highly successful Office of Multicultural Affairs multicultural youth leadership initiatives, and on a project to support local government share ideas, and develop new programs to respond to cultural diversity and a range of women's multicultural initiatives.

Partnership with Local Government

The Office of Multicultural Affairs initiated a new Partnership with Local Government project to bring together local council officers to share information about good practice across local government authorities and to improve access and participation in all aspects of local government.

Volunteer Migrant Information Officer Network

The Office of Multicultural Affairs (OMA) continued to recruit and train bilingual or multilingual volunteers for the Volunteer Migrant Information Officer Network. They are then placed in community organisations where they provide a direct information and referral service to their respective communities. The Network is an

additional link between ethnic communities and government agencies, and forms a significant part of OMA's communication strategy for keeping ethnic communities informed about government policies, programs and services. OMA kept volunteers up-to-date through regular training meetings, usually in the form of presentations by key government agencies and non-government organisations.

Joint Community Consultations

To prevent 'consultation fatigue' in diverse community groups in regional and rural centres, several organisations embarked on joint consultation sessions to learn directly from communities in country SA about their concerns and needs. OMA, together with DIMIA SA, the SA Multicultural and Ethnic Affairs Commission, and the Office of Economic Development, conducted consultations in several regions such as the State's south-east district of Mount Gambier, the Riverland and Whyalla.

ACT OFFICE OF MULTICULTURAL AFFAIRS

Facing up to Racism

The Chief Minister launched a discussion paper entitled *Facing up to Racism* on 21 March 2002. The discussion paper was the centrepiece of a comprehensive consultation process undertaken during April and May 2002 which involved more than 50 community groups and individuals. Responses to the issues raised in the paper will form the basis of a coordinated strategy to address issues of racism and unfair discrimination.

Work Experience and Support Program

Under this Program, migrants who have experienced difficulty in obtaining suitable employment are provided with four weeks of formal office skills training plus an eight week work

experience placement, generally with an ACT Government agency. Twenty-eight people successfully completed the program in 2001-02, with more than two-thirds achieving paid employment soon after. The Program has been revised to increase the focus on gaining employment and to ensure that participants receive ongoing mentoring and support.

ACT Legislative Assembly Meeting with ATSIC Board of Commissioners

In February 2002, an inaugural meeting was held between all Members of the ACT Legislative Assembly and the Aboriginal and Torres Strait Islander Commission (ATSIC) Board. The ACT Government and ATSIC co-signed a Statement of Intent to work together in relation to Indigenous Reconciliation. Negotiations commenced on a Regional Agreement to coordinate service planning between ACT Government agencies and ATSIC, to ensure that services for Aboriginal and Torres Strait Islander people best meet the needs of the various Indigenous communities.

Assistance for Potential Skilled and Business Migrants

A range of assistance is provided to attract potential skilled and business migrants to Canberra. The main activities in 2001-02 have been:

- assisting 28 employers to engage suitably skilled workers from overseas when their job vacancies could not be filled locally
- sponsoring seven business owners from overseas to establish businesses in the ACT and providing advice on business incentive programs
- providing general assistance to potential business migrants in terms of market research and business planning, escorting exploratory visits to Canberra, and providing advice on family needs such as relocation, education and housing.

APPENDIX A: TABLE OF PERFORMANCE RANKING

Table 4: NUMBER OF PERFORMANCE INDICATORS MET BY EACH AGENCY

Department/Agency	PI's Met	PI's Not Met	No report Provided	PI's Not Relevant	% of Relevant PI's Met
Aboriginal and Torres Strait Islander Commission	12	0	0	0	100
Immigration and Multicultural and Indigenous Affairs	12	0	0	0	100
Australian Taxation Office	9	0	0	3	100
Environment and Heritage (Environment Australia)	7	0	0	5	100
National Gallery of Australia	7	0	0	5	100
Australian Broadcasting Authority	6	0	0	6	100
Family and Community Services	6	0	0	6	100
Australian Bureau of Statistics	4	0	0	8	100
Australian Film Commission	4	0	0	8	100
Australian Film, Television and Radio School	4	0	0	8	100
Centrelink	4	0	0	8	100
Health Insurance Commission	4	0	0	8	100
National Library	4	0	0	8	100
Social Security Appeals Tribunal	4	0	0	8	100
Attorney-General's	3	0	0	9	100
Bureau of Meteorology	3	0	0	9	100
Prime Minister and Cabinet	3	0	0	9	100
Productivity Commission	2	0	0	10	100
National Occupational Health and Safety Commission	1	0	0	11	100
Agriculture, Fisheries and Forestry Australia	8	1	0	3	89
Comcare	7	1	0	4	88
Veterans' Affairs	7	1	0	4	88
Australian Trade Commission (Austrade)	6	1	0	5	86
Commonwealth Ombudsman	6	1	0	5	86
Foreign Affairs and Trade	6	0	1	5	86
Questacon	6	1	0	5	86
Australia Council	5	1	0	6	83
Australian Communications Authority	5	1	0	6	83
Education, Science and Training	5	1	0	6	83
Transport and Regional Services	9	3	0	0	75
Treasury	6	1	1	4	75
Australian Federal Police	3	1	0	8	75
Australian National Maritime Museum	3	1	0	8	75
National Archives of Australia	3	1	0	8	75
Communications, Information Technology and the Arts	8	4	0	0	67
ScreenSound Australia	4	1	1	6	67
Australian Sports Commission	2	1	0	9	67
Industry, Tourism and Resources	2	1	0	9	67
Equal Opportunity for Women in the Workplace Agency	3	2	0	7	60
Australian Customs Service	5	4	0	3	56
Office of the Employment Advocate	3	3	0	6	50
Australian Industrial Registry	2	2	0	8	50
Australian Sports Drug Authority	2	2	0	8	50
Finance and Administration	2	2	0	8	50
National Office for the Information Economy	3	4	0	5	43
National Museum of Australia	2	5	0	5	29
Australian National Audit Office	0	0	0	12	N/A
Australian Public Service Commission	0	0	0	12	N/A
Defence	0	0	0	12	N/A

APPENDIX B: APS STAFF – ONGOING EMPLOYEES, ENGAGEMENTS AND SEPARATIONS BY LEVEL

Table 5: ONGOING STAFF BY DIVERSITY GROUPS 2001 AND 2002

Level	Migrants ¹		Indigenous Australians		Women		People with a disability	
	2001 %	2002 %	2001 %	2002 %	2001 %	2002 %	2001 %	2002 %
APS1-2	2.8	2.8	4.1	4.2	55.8	55.4	5.3	5.0
APS 3-4	3.1	2.9	3.0	3.0	63.1	63.3	3.8	3.6
APS 5-6	3.5	3.5	2.2	2.2	48.0	48.6	3.8	3.5
Executive	2.8	2.9	0.7	0.9	35.4	36.8	3.9	3.6
Senior Executive Service	1.3	1.3	1.6	1.6	27.0	28.4	3.8	3.4
Trainee & Graduate	2.0	2.3	5.5	4.9	58.4	56.2	0.0	0.0
Total	3.1	3.1	2.4	2.4	51.5	51.9	3.9	3.6

¹ Migrants arriving on or after the age of 5 whose first language is not English

Source: Workplace Diversity Report 2001-02, State of the Service Series 2001-02, Australian Public Service Commission, October 2002

Table 6: APS STAFF ENGAGEMENTS BY DIVERSITY GROUPS 2001-02

Level	Migrants ¹		Indigenous Australians		Women		People with a disability		APS Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
APS	198	2.0	286	2.9	5511	55.9	169	1.7	9864	100.0
Executive	25	2.5	17	1.7	385	38.5	13	1.3	1001	100.0
SES	2	4.1	1	2.0	17	34.7	1	2.0	49	100.0
Trainee & Grad APS	28	2.4	30	2.5	650	55.1	2	0.2	1179	100.0
Total	253	2.1	334	2.8	6563	54.3	185	1.5	12093	100.0

¹ Migrants arriving on or after the age of 5 whose first language is not English

Source: Workplace Diversity Report 2001-02, State of the Service Series 2001-02, Australian Public Service Commission, October 2002

Table 7: APS STAFF SEPARATIONS BY DIVERSITY GROUPS 2001-02

Level	Migrants ¹		Indigenous Australians		Women		People with a disability		APS Total	
	No.	%	No.	%	No.	%	No.	%	No.	%
Resignation	78	1.7	191	4.1	2547	54.6	151	3.2	4662	100.0
Age Retirement	32	4.0	9	1.1	325	41.0	51	6.4	792	100.0
Retrenchment	33	1.6	20	0.9	934	44.0	107	5.0	2124	100.0
Invalidity Retirement	1	0.7	5	3.4	59	40.1	29	19.7	147	100.0
Termination of Appointment	17	2.4	37	5.3	338	48.7	24	3.5	694	100.0
Compulsory move to non-APS agency	0	0.0	0	0.0	4	80.0	0	0.0	5	100.0
Death	2	2.3	1	1.2	36	41.9	3	3.5	86	100.0
Other	1	1.4	0	0.0	31	42.5	0	0.0	73	100.0
Total	164	1.9	263	3.1	4274	49.8	365	4.3	8583	100.0

¹ Migrants arriving on or after the age of 5 whose first language is not English

Source: Workplace Diversity Report 2001-02, State of the Service Series 2001-02, Australian Public Service Commission, October 2002

APPENDIX C: LIST OF CONTRIBUTING AGENCIES INCLUDING STATE GOVERNMENTS

The following departments and agencies contributed to the Access and Equity 2002 report.

Aboriginal and Torres Strait Islander Commission
Attorney-General's Department
Australia Council
Australian Broadcasting Authority
Australian Bureau of Statistics
Australian Communications Authority
Australian Customs Service
Australian Federal Police
Australian Film Commission
Australian Film, Television and Radio School
Australian Industrial Registry
Australian National Audit Office
Australian National Maritime Museum
Australian Public Service Commission
Australian Sports Commission
Australian Sports Drug Authority
Australian Taxation Office
Australian Trade Commission (Austrade)
Bureau of Meteorology
Centrelink
Comcare
Commonwealth Ombudsman
Department of Agriculture, Fisheries and Forestry - Australia
Department of Communications, Information Technology and the Arts
Department of Defence
Department of Education, Science and Training
Department of Family and Community Services
Department of Finance and Administration
Department of Foreign Affairs and Trade
Department of Immigration and Multicultural and Indigenous Affairs
Department of Industry, Tourism and Resources
Department of the Environment and Heritage (Environment Australia)
Department of the Prime Minister and Cabinet
Department of the Treasury
Department of Transport and Regional Services

Department of Veterans' Affairs
Equal Opportunity for Women in the Workplace Agency
Health Insurance Commission
National Archives of Australia
National Gallery of Australia
National Library of Australia
National Museum of Australia
National Occupational Health and Safety Commission
National Office for the Information Economy
National Science and Technology Centre (Questacon)
Office of the Employment Advocate
Productivity Commission
ScreenSound Australia
Social Security Appeals Tribunal

2001 TOP PERFORMING AGENCIES

Four of the above agencies were top performers in 2001 and elected to report in full in 2002. They were:

Centrelink
Department of Family and Community Services
Department of Education, Science and Training
Health Insurance Commission

The following top performing agencies for 2001 agencies provided highlights for the 2002 Access and Equity Report:

Australian Electoral Commission
Department of Employment and Workplace Relations
Human Rights and Equal Opportunity Commission

The following top performing agencies for 2001 elected not to report this year:

Australian Broadcasting Corporation
Department of Health and Ageing
Special Broadcasting Service Corporation

STATE AND TERRITORY GOVERNMENT CONTRIBUTORS

The following State and Territory Governments contributed Access and Equity highlights for 2002:

New South Wales Government
Victorian Government
Queensland Government
Western Australian Government
South Australian Government
Australian Capital Territory Government