



Australian Government

**Fair Work**  
OMBUDSMAN

**Fair Work  
Ombudsman  
Diversity and  
Inclusion Strategy  
2018-2021**

# Message from the Deputy Fair Work Ombudsman, Corporate

I am pleased to present the Fair Work Ombudsman (FWO) Diversity and Inclusion Strategy for 2018-2021 (Strategy).

The FWO is committed to workplace diversity and inclusion through fostering a supportive, respectful and engaging environment for our employees and customers. The FWO values the diverse backgrounds and experiences of our employees and the contribution they make to enhancing our workplace culture and supporting the services and offerings provided to our customers.

This Strategy represents our ongoing commitment to creating a diverse and inclusive workplace culture in which we:

- build diversity through ensuring access and opportunity for all
- foster inclusion by increasing awareness through training and sharing our experiences
- enhance potential by our leaders driving an inclusive, flexible and collaborative workplace.

Supporting this strategy and its associated action plan is everyone's responsibility. I encourage all our employees to actively contribute to creating a diverse and inclusive workplace.



Mark Scully  
Deputy Fair Work Ombudsman, Corporate  
April 2018



# Objective

The objective of this Strategy is to provide an overarching framework for our workplace diversity and inclusion agenda, to develop an engaged workforce that reflects the diversity of the community we serve.

Continuing to build a more diverse and inclusive workplace is important to the FWO – as it leads to a more engaged, innovative and productive workplace. It also improves decision making capability, reduces risks, improves employee wellbeing and increases attraction and retention of talented employees. It also assists us to become a leader of diversity in the community and to better serve our diverse customers.

This Strategy applies to all employees and incorporates a number of other strategies and action plans to support a diverse and inclusive workplace. It particularly focusses on FWO people who identify as:

- Aboriginal and Torres Strait Islander peoples
- having disability
- being Culturally and Linguistically Diverse (CALD)
- being mature age
- being Lesbian, Gay, Bisexual, Transgender, Intersex (LGBTI) and
- striving for greater gender equality.

The FWO is committed to creating an environment that values a diverse range of views, knowledge and experiences to maximise the effectiveness of our service delivery. Since 2013 we have made some key achievements including:

- continued support of key diversity groups by our internal networks and communities
- modelling best practice gender equality in our legal services through briefing both male and female counsel, which in 2016-17 resulted in us briefing female counsel 59 times and male counsel 35 times
- participation in the Jawun APS Secondment Program, the Australian Network on Disability's Stepping Into Program and the APSC's Indigenous Employment Programs
- implementing actions in our Multicultural Access and Equity Plan 2013-2016
- releasing our Multicultural Access and Equity Plan 2016–19
- implementing actions from our Reconciliation Action Plan 2013–2016 and releasing and implementing actions from our fourth Reconciliation Action Plan 2017–19
- offering new training to employees including Core Cultural Learning: Aboriginal and Torres Strait Islander Australia Foundation Course, SBS Cultural Competence Program and Disability Awareness training
- increasing the range of educational tools and resources available in-language, including the Record My Hours app and anonymous report tool
- enhancing in-language web content, including videos and animated storyboards, and offering a website that can now be instantly translated into 40 languages
- renaming a Brisbane meeting room to acknowledge the work of Indigenous visionary, Joe McGinness
- developing tailored products for Aboriginal and Torres Strait Islander peoples
- being the first Commonwealth agency to introduce a Domestic and Family Violence Policy
- achieving White Ribbon accreditation
- achieving breastfeeding friendly workplace re-accreditation.

## Our vision

The Strategy supports all FWO employees to:

- create sustainable and flexible careers that are free from barriers
- maintain open and transparent communication channels
- make the best use of the diverse talents of our people
- recognise and increase awareness of the value of diversity and inclusion
- equip leaders to drive and exemplify diverse and inclusive practices
- ensure all employees feel safe, included, valued and respected
- genuinely understand and accommodate the diversity of the community and our stakeholders and reflect this in our internal systems and processes.

## Our focus areas

To ensure we engage more broadly with diversity and inclusion, the following three focus areas have been identified. They recognise diversity and inclusion at all points of the employment life cycle, as well as specific engagement points with our external stakeholders. The focus areas are underpinned by key action items which are further outlined in the supporting FWO Diversity and Inclusion Action Plan 2018-2021 (Action Plan).



### Building diversity

We ensure access and opportunity for all



### Fostering inclusion

We increase awareness through training and sharing our experiences



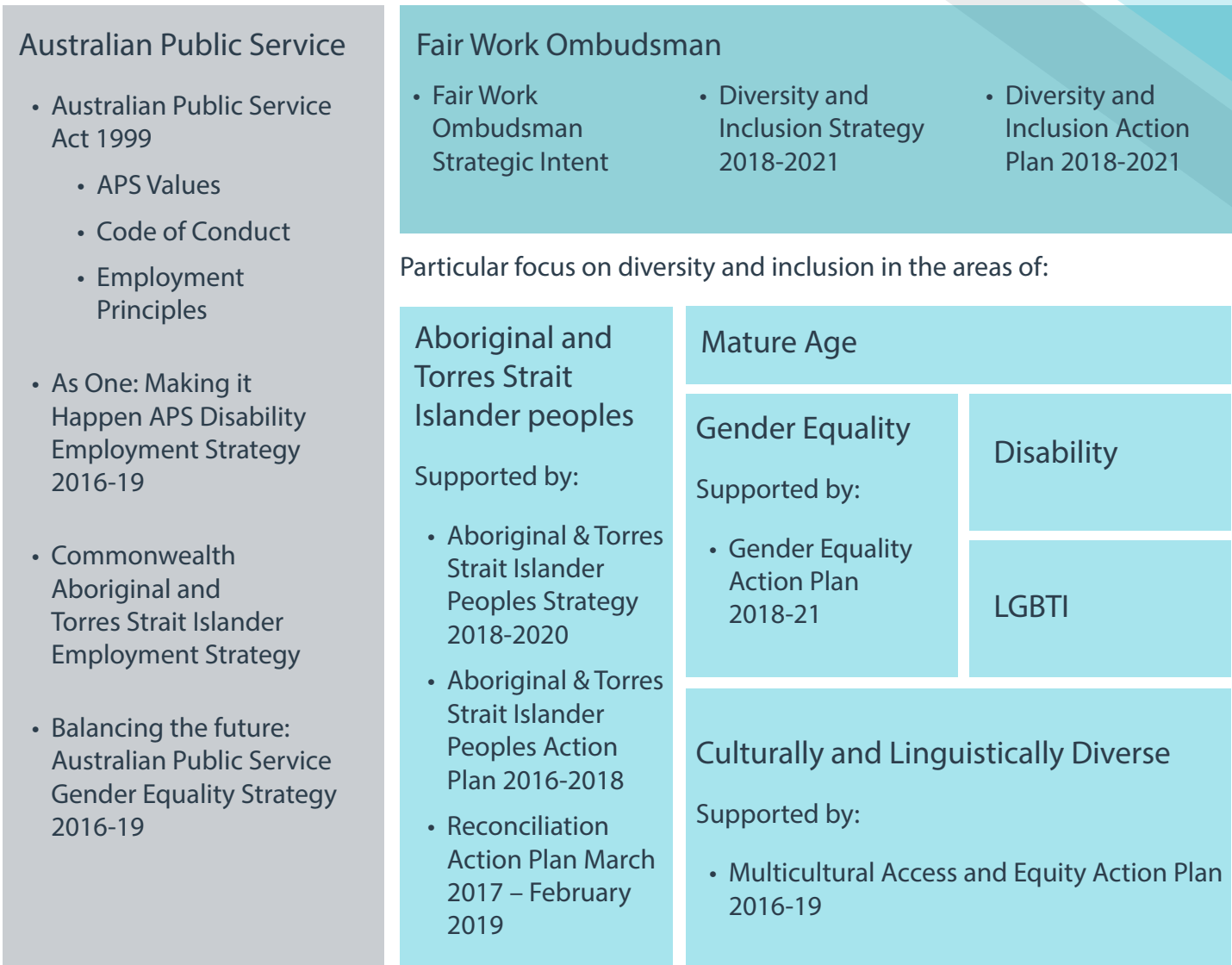
### Enhancing potential

Our leaders drive and exemplify an inclusive, flexible and collaborative workplace

# Strategic alignment

This Strategy is underpinned by the *Public Service Act 1999* requirement to foster workplace diversity as set out in the Employment Principles and supported by the APS Values and Code of Conduct. It aligns with the FWO Strategic Intent and related FWO strategies and action plans.

The Action Plan outlines initiatives that will be implemented to meet the commitments and focus areas outlined within this Strategy.

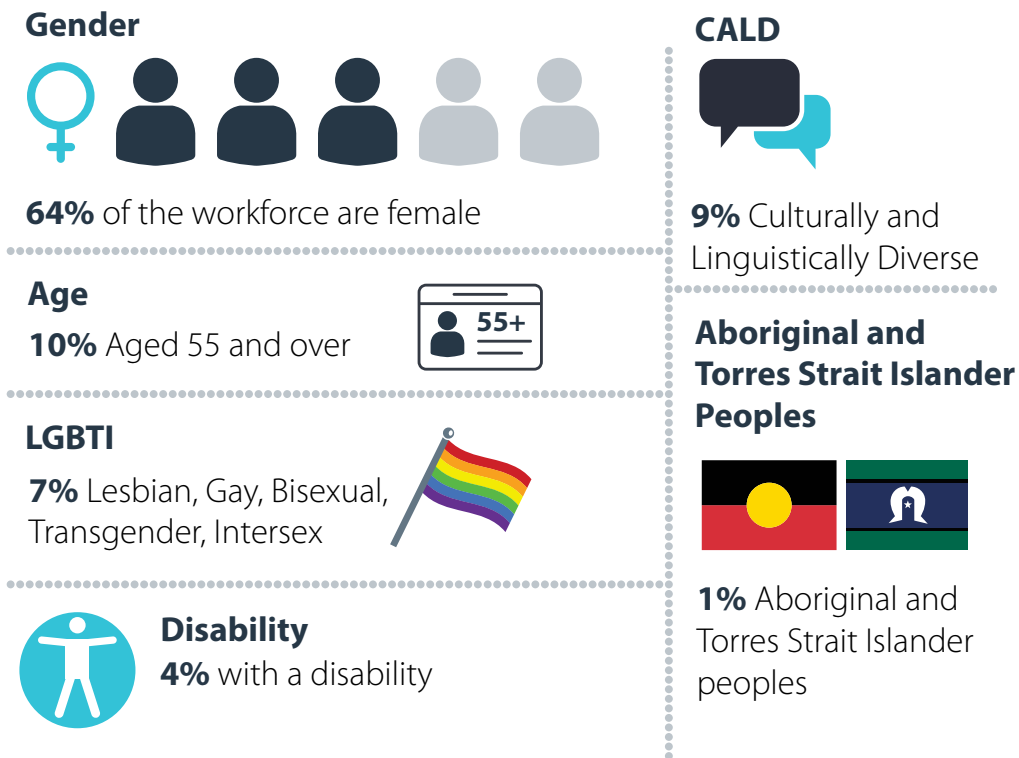


# Our diversity profile

The FWO recognises that all employees make valuable and diverse contributions to the workplace. However, within our society some diversity groups have been traditionally disadvantaged and underrepresented in the workplace. For these reasons the FWO is committed to increasing diversity and inclusion in the areas of:

- Aboriginal and Torres Strait Islander peoples
- Disability
- Gender Equality
- Culturally and Linguistically Diverse (CALD)
- Mature Age
- Lesbian, Gay, Bisexual, Transgender, Intersex (LGBTI).

At 31 December 2017, 74%<sup>1</sup> of FWO's workforce identified as part of one or more of the listed diversity groups. Our diversity profile is shown in the following diagram.



1. Based on data available through our Human Resources Management System, SAP and 2017 APS Employee Census results.



## Key contributors

All FWO employees are responsible for promoting and contributing to our diversity and inclusion agenda by supporting this strategy and associated action plans. The following FWO employees play an integral role in delivering on our focus areas:

### Senior Executive Service (SES)

The SES are key partners in promoting and supporting this strategy, by recognising it as an important component in FWO's workforce and making inclusivity part of their decision-making. The SES actively encourage the development of an open and collaborative culture that demonstrates our commitment to supporting a diverse and inclusive workforce. They will do this by supporting the actions and deliverables identified in the Action Plan and through a diversity and inclusion pledge in annual performance agreements.

### Executive Committee

The Executive Committee (EC) play a critical role in promoting and supporting the strategy, including the commitments, activities and initiatives that stem from it. The EC will monitor the implementation and effectiveness of the strategy.

### People Branch

People Branch have overall responsibility for coordinating the development and implementation of this strategy and its associated Action Plan.

### Employee Networks

FWO has a range of employee networks that play a key role in driving and promoting diversity and inclusion initiatives. These include:

- Aboriginal and Torres Strait Islander Peoples Employee Network
- FWObility Disability Interest Group
- Proud! LGBTI Employee Network
- Fair Work Ombudsman Gender Equality Network (FWOGen)
- Reconciliation Action Plan Working Group (RWG)
- Harrassment and Diversity Contact Officer Network (HDCO)
- Mental Health First Aid Officer Network (MHFAO).

## Reporting on our progress

The initiatives supporting this Strategy, as outlined in the Action Plan, will be reviewed and reported on annually to the Executive Director, People Branch and the EC. By measuring our progress against the Action Plan we will be able to identify areas for improvement and inform future diversity and inclusion strategies.

# Attachment A

## Reference

### Legal framework

The Strategy is underpinned by a number of Commonwealth laws. Some of these include:

- Fair Work Act 2009
- Public Service Act 1999
- Public Service Regulations 1999
- Australian Human Rights Commission Act 1986
- Age Discrimination Act 2004
- Disability Discrimination Act 1992
- Racial Discrimination Act 1975
- Sex Discrimination Act 1984
- Workplace Gender Equality Act 2012
- Carer Recognition Act 2010
- Work Health and Safety Act 2011
- Safety, Rehabilitation and Compensation Act 1988
- Privacy Act 1988

### Supporting documents

- Commonwealth Aboriginal and Torres Strait Islander Employment Strategy 2015
- Balancing the future: Australian Public Service Gender Equality Strategy 2016–19
- As One: Making it Happen, APS Disability Employment Strategy 2016–19
- Australian Government Guidelines on the Recognition of Sex and Gender
- Multicultural Access and Equity in Australian Government Services Report 2013-2015
- Comcare: Investing in Experience – Working for today and tomorrow 2013
- Carer Recognition Act 2010 Guidelines.



# Attachment B

## Definitions

### **APS**

Australian Public Service. An Executive arm of the Commonwealth (Federal) Government that exercises authority on behalf of the Government (Parliament), providing the support the Government needs to undertake its roles and responsibilities on behalf of the Australian people.

### **FWO**

The Fair Work Ombudsman is a statutory office responsible for the promotion of harmonious, productive and cooperative workplace relations; and ensuring compliance with Australian workplace laws.

### **APSC**

Australian Public Service Commission. A central Australian Government agency whose purpose is to position the APS workforce for the future.

### **Diversity**

Diversity includes our individual differences, perspectives, knowledge and skills that we bring to our workplace. Diversity can include gender, gender identity, disability, age, sexual orientation, intersex status, language, ethnicity, cultural background, religious beliefs and family responsibilities, as well as differences between individuals in life, work experience, thinking, working style and personality.

### **Inclusion**

Inclusion is where we create a culture that welcomes and embraces diversity. An inclusive workplace is one where employees feel comfortable to be themselves. Inclusion is reflected in the organisation's culture, practices and relationships to support all employees to contribute to their full potential. Employees who feel included are likely to be more engaged and productive at work and have an improved sense of wellbeing.

### **SES**

Senior Executive Service - the senior leadership group of the APS and FWO.

### **Gender Equality**

Gender equality is where access to rights or opportunities are unaffected by gender.

### **CALD**

The term 'culturally and linguistically diverse' (CALD) is used to describe individuals and communities of Australia's non-Aboriginal and Torres Strait Islander cultural groups who are not from an English-speaking, Anglo-Celtic background.

### **Mature Age**

A person aged 55 and over.

### **LGBTI**

Lesbian, Gay, Bisexual, Transgender or Intersex persons are persons who identify as being from a sexuality, gender and sex diverse experience.

### **RAP**

Reconciliation Action Plan. An action plan that publicly formalises an organisation's commitment and contribution to reconciliation between Aboriginal and Torres Strait Islander peoples and other Australians.

## **Aboriginal and Torres Strait Islander Peoples**

Aboriginal and Torres Strait Islander peoples are the original inhabitants of the Australian continent and nearby islands. A person of Aboriginal or Torres Strait Islander descent identifies as Aboriginal or Torres Strait Islander and is accepted as such by the community in which he or she lives or originates.

## **Disability**

An impairment or condition that is either: physical, intellectual, mental, sensory, neurological, learning or immunological that impacts daily activities, communication and/or mobility for over 6 months.

For more information, please contact the FWO People Branch at [hr@fwo.gov.au](mailto:hr@fwo.gov.au)