

Benchmark Report:

FWO

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# INCLUSION AND DIVERSITY



EXPLORE  
THE FULL  
RESULTS

Demographic	RESPONSE SCALE	%	VARIANCE FROM 2016	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
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s.22 - Irrelevant information

Do you identify as Aboriginal and/or Torres Strait Islander?

Yes		1%	0	-2	0	0
No		99%	0	+2	0	0

s.22 - Irrelevant information

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER  
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN  
COMPARATOR



# Australian Public Service Employee Census 2018

7 May – 8 June

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# INCLUSION AND DIVERSITY



EXPLORE  
THE FULL  
RESULTS

## Demographics

### RESPONSE SCALE

%

VARIANCE  
FROM 2017

VARIANCE  
FROM APS  
OVERALL

VARIANCE  
FROM  
REGULATORY  
AGENCIES

VARIANCE  
FROM MEDIUM  
SIZED  
AGENCIES

s.22 - Irrelevant information

Do you identify as Aboriginal and/or Torres Strait Islander?

Yes		1%	0	-3	0	-2
No		99%	0	+3	0	+2

s.22 - Irrelevant information

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER  
THAN COMPARATOR

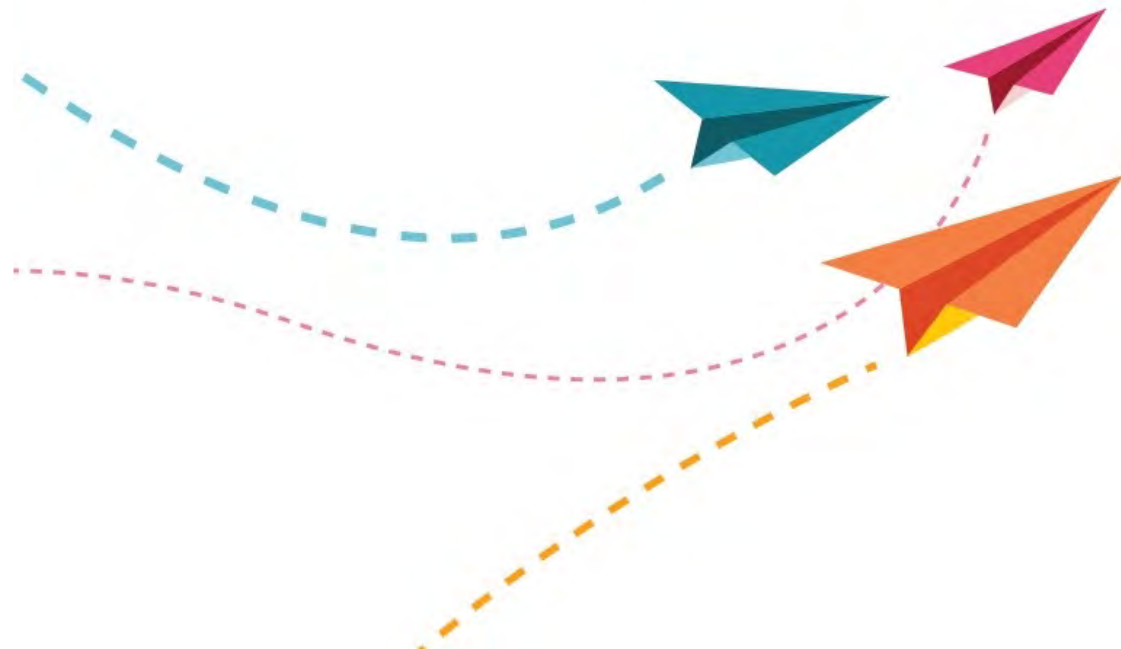


AT LEAST 5 PERCENTAGE POINTS LESS THAN  
COMPARATOR



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# INCLUSION AND DIVERSITY



EXPLORE  
THE FULL  
RESULTS

## Demographics

### RESPONSE SCALE

%

VARIANCE  
FROM 2018

VARIANCE  
FROM APS  
OVERALL

VARIANCE  
FROM  
REGULATORY  
AGENCIES

VARIANCE  
FROM MEDIUM  
SIZED  
AGENCIES

s.22 - Irrelevant information

Do you identify as Aboriginal and/or Torres Strait Islander?

Yes		1%	0	-2	0	-1
No		99%	0	+2	0	+1

s.22 - Irrelevant information

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER  
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN  
COMPARATOR



## Highlights Report FWO



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s.22 - Irrelevant information	

# DEMOGRAPHICS



EXPLORE  
THE FULL  
RESULTS

RESPONSE SCALE	%	VARIANCE FROM 2019	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
----------------	---	-----------------------	---------------------------------	--	--

s.22 - Irrelevant information

Do you identify as Aboriginal and/or Torres Strait Islander?

Yes		1%	0	-3	-1	-1
No		99%	0	+3	+1	+1

s.22 - Irrelevant information

KEY



AT LEAST 5 PERCENTAGE POINTS GREATER  
THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN  
COMPARATOR





Australian Public Service  
**Employee Census 2021**  
 10 May–11 June

**HAVE YOUR SAY**



## Highlights Report FWOROCE



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## DEMOGRAPHICS

RESPONSE SCALE	%	VARIANCE FROM 2020	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
----------------	---	--------------------	---------------------------	-----------------------------------	-------------------------------------

s.22 - Irrelevant information

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?

Yes		1%	0	-3	-1	-2
No		99%	0	+3	+1	+2

s.22 - Irrelevant information

### KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Australian Public Service  
**Employee Census 2022** 9 May – 10 June



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# DEMOGRAPHICS

RESPONSE SCALE	%	VARIANCE FROM 2021	VARIANCE FROM APS OVERALL	VARIANCE FROM REGULATORY AGENCIES	VARIANCE FROM MEDIUM SIZED AGENCIES
----------------	---	--------------------	---------------------------	-----------------------------------	-------------------------------------

s.22 - Irrelevant information

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?

Yes		1%	0	-2	0	-1
No		99%	0	+2	0	+1

s.22 - Irrelevant information

## KEY



AT LEAST 5 PERCENTAGE POINTS GREATER THAN COMPARATOR



AT LEAST 5 PERCENTAGE POINTS LESS THAN COMPARATOR

Australian Public Service  
**Employee Census 2023**  
8 May – 9 June



## Highlights Report FWO



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s.22 - Irrelevant information

Demographics

21

s.22 - Irrelevant information

# DEMOGRAPHICS

s.22 - Irrelevant information

Do you identify as an Australian Aboriginal and/or Torres Strait Islander person?	Responses
Yes	1%
No	99%

s.22 - Irrelevant information

How would you describe your cultural background? [Multiple Response] Responses

s.22 - Irrelevant information

Australian Aboriginal and/or Torres Strait Islander 1%

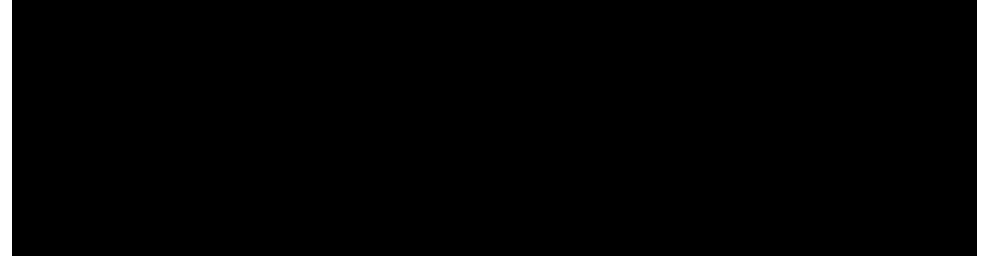
s.22 - Irrelevant information

s.22 - Irrelevant information

[illegible]

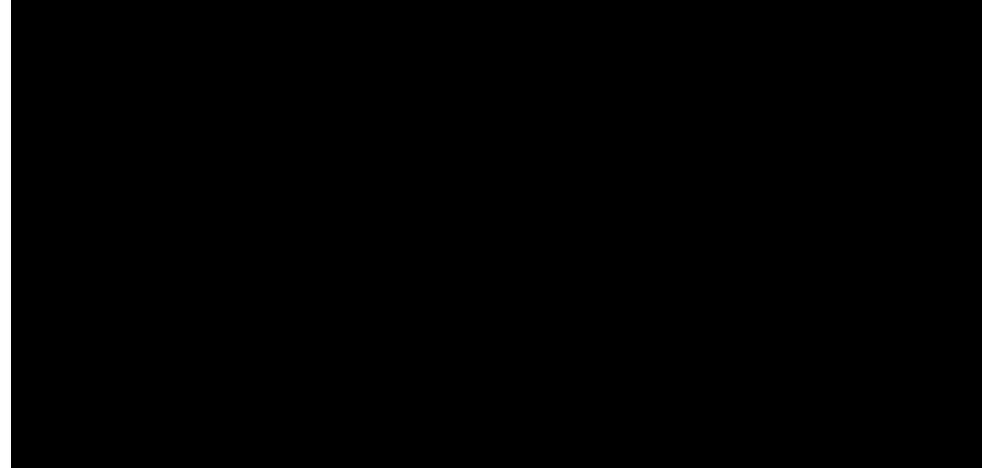
## Demographics

s.22 - Irrelevant information



Do you identify as an Aboriginal and/or Torres Strait Islander person?	Responses
Yes	1%
No	99%

s.22 - Irrelevant information



s.22 - Irrelevant information

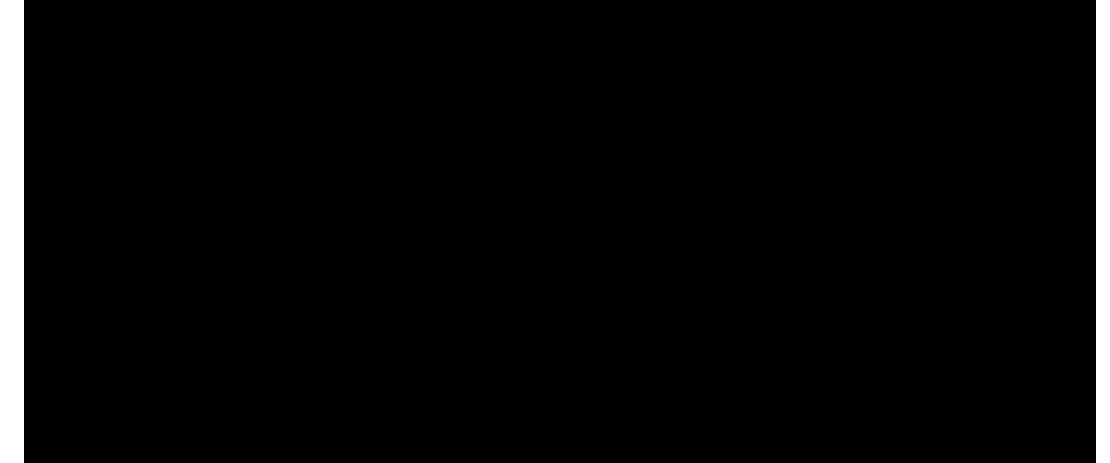


How would you describe your cultural background? [Multiple Response] Responses

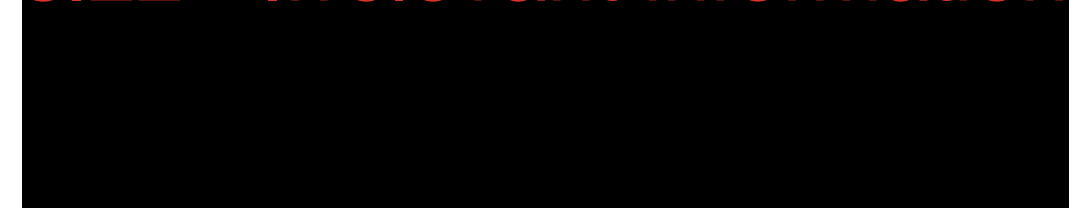
s.22 - Irrelevant information

Australian Aboriginal and/or Torres Strait Islander	1%
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s.22 - Irrelevant information



s.22 - Irrelevant information







# Strategic Intent People Metrics

September 2017

Diversity

Indigenous 1.1%

s.22 - Irrelevant information

0% 20% 40% 60% 80%

% of Headcount

FWO Q1 2017/18

APS 2016/17 EOFY

% value not displayed

s.22 - Irrelevant information

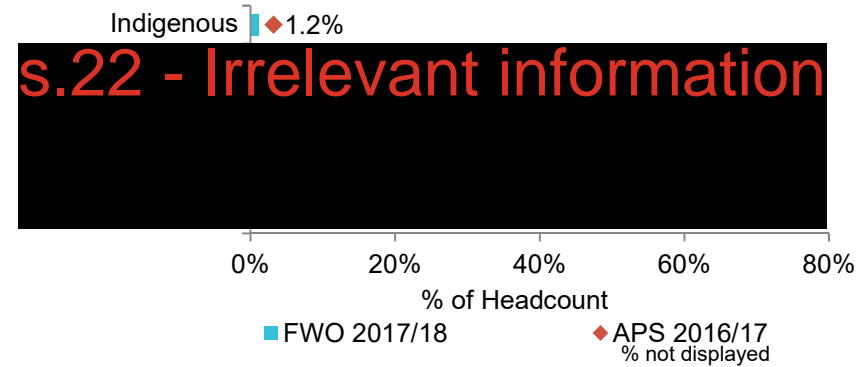
s.22 - Irrelevant information



# Strategic Intent People Metrics

30 June 2018

## Diversity



s.22 - Irrelevant information

s.22 - Irrelevant information



# People Metrics

31 December 2018

## Diversity

■ FWO 2018/19  
◆ APS 2017/18

s.22 - Irrelevant information

s.22 - Irrelevant information

Aboriginal & Torres  
Strait Islander peoples

◆ 1.2%

0% 20% 40% 60% 80%

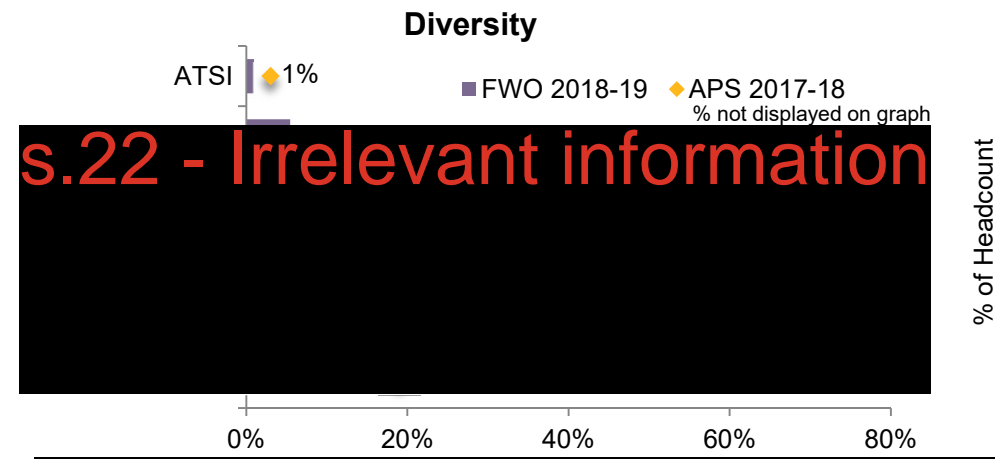
s.22 - Irrelevant information

s.22 - Irrelevant information



# FWOROCE People Metrics

30 June 2019



s.22 - Irrelevant information

s.22 - Irrelevant information



# FWOROC People Metrics

31 December 2019

## Diversity

ATSI FWO 31-12-19 APS 30-06-19

s.22 - Irrelevant information

0% 10% 20% 30% 40% 50% 60% 70%

% of Headcount

s.22 - Irrelevant information

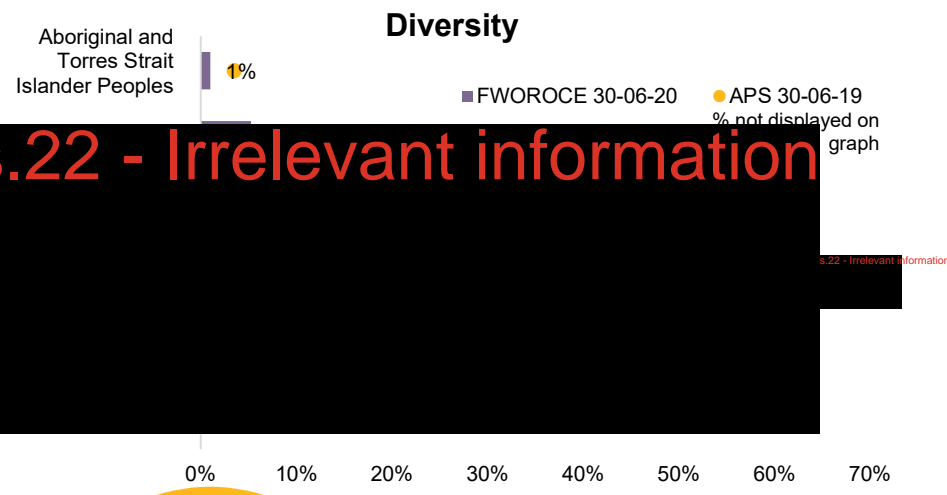
s.22 - Irrelevant information



# FWOROCCE People Metrics

30 June 2020

s.22 - Irrelevant information



s.22 - Irrelevant information

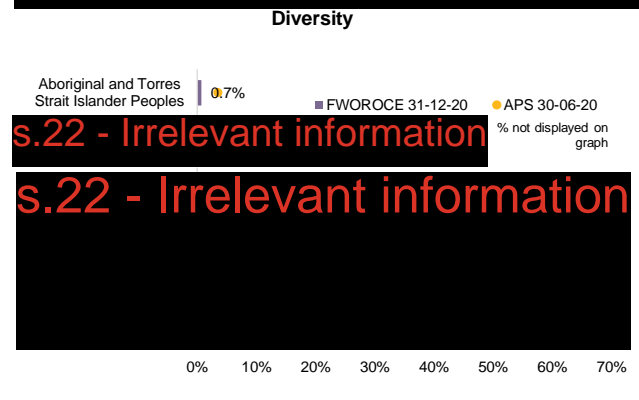
s.22 - Irrelevant information



# FWORoce People Metrics

31 December 2020

s.22 - Irrelevant information



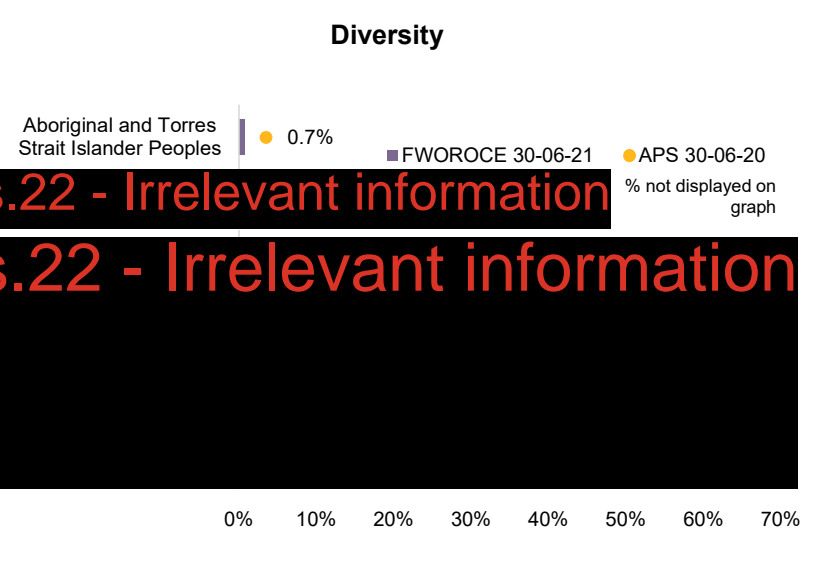
s.22 - Irrelevant information

s.22 - Irrelevant information



30 June 2021

s.22 - Irrelevant information

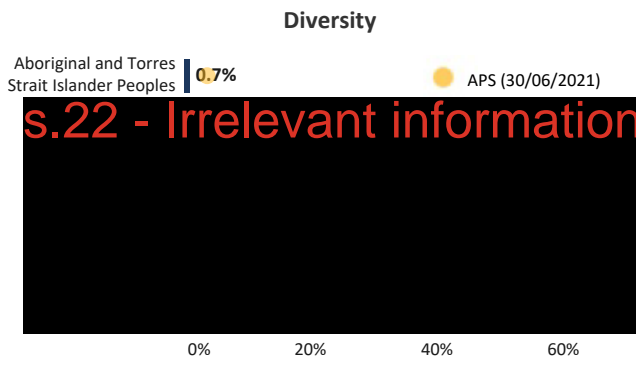


s.22 - Irrelevant information

s.22 - Irrelevant information



s.22 - Irrelevant information



s.22 - Irrelevant information

# s.22 - Irrelevant information

## Diversity (as at 30 June 2022)

Aboriginal and Torres  
Strait Islander Peoples

0.8%

● APS (31/12/2021)

# s.22 - Irrelevant information

0% 20% 40% 60%

# s.22 - Irrelevant information

# s.22 - Irrelevant information

## OFWO Employee Snapshot (September 2023)

Headcount

988

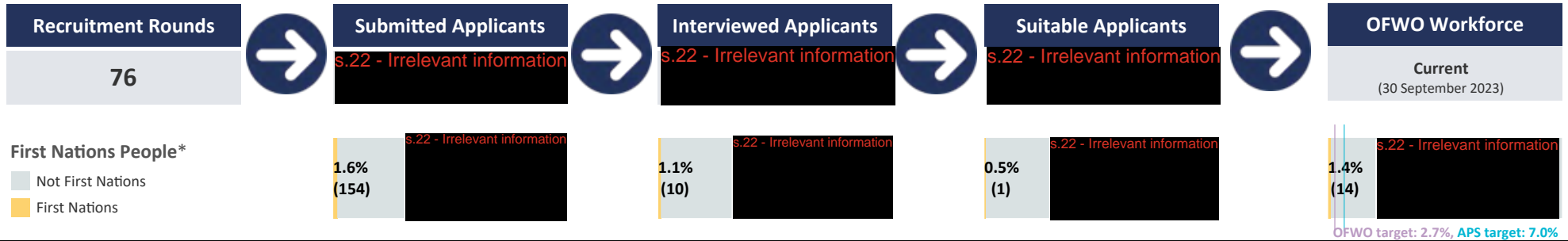
First Nations

1.4%

s.22 - Irrelevant information

## OFWO Recruitment Report (2022-23 Financial Year)

This report captures external, non-SES recruitment rounds where applications opened in the 2022-2023 Financial Year. Expressions of Interests are not included in this report. All information is accurate as at 23 October 2023 noting that not all recruitment has been finalised at this date and therefore interviewed and successful numbers will increase once these rounds have been finalised.



# s.22 - Irrelevant information

\* Please note: 'Null' and 'Prefer not to specify' responses have been excluded from the individual demographic views and therefore the total of each demographic will not add up to the total number of applicants.

## OFWO Employee Snapshot (June 2024)

### Headcount

996

### First Nations

1.3%

(APS: 3.5%)

s.22 - Irrelevant information

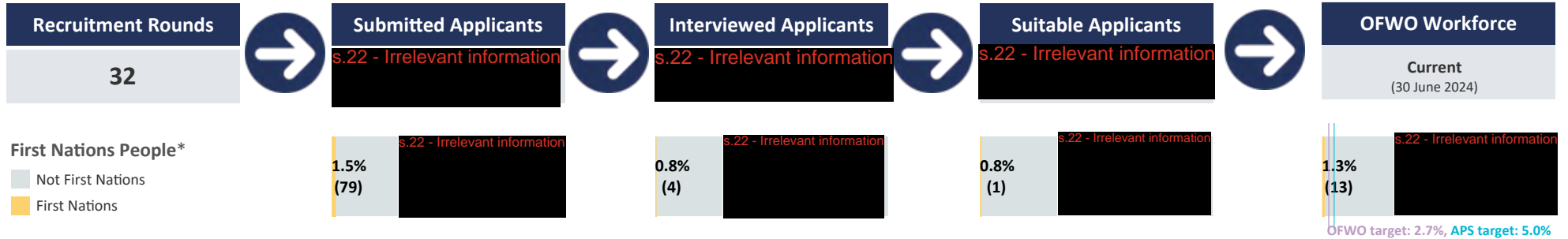
s.22 - Irrelevant information

APS benchmarks are from APS Employment Data as at 31 December 2023 except for carer which is derived from the APS Employee Census 2023. Where available, ongoing and non ongoing employee benchmarks have been used for consistency.

s.22 - Irrelevant information

## OFWO Recruitment Report (2023 - 24 Financial Year to 30 April 2024)

This report captures external, non-SES recruitment rounds where applications opened in the 2023-2024 Financial Year between 1 July 2023 to 30 April 2024. Expressions of Interests are not included in this report. All information is accurate as at 2 July 2024 noting that not all recruitment has been finalised at this date and therefore interviewed and successful numbers will increase once these rounds have been finalised.



# s.22 - Irrelevant information

\* Please note: 'Null' and 'Prefer not to specify' responses have been excluded from the individual demographic views and therefore the total of each demographic will not add up to the total number of applicants.

## OFWO Employee Snapshot (December 2024)

### Headcount

**1,012**

### First Nations

**1.6%**

(APS: 3.4%)

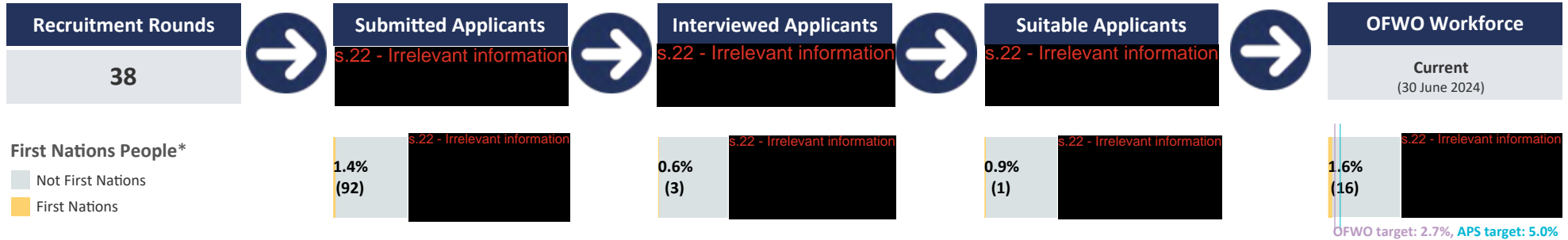
s.22 - Irrelevant information

APS benchmarks are from APS Employment Data as at 30 June 2024 except for carer which is derived from the APS Employee Census 2024. Where available, ongoing and non ongoing employee benchmarks have been used for consistency.

s.22 - Irrelevant information

## OFWO Recruitment Report (2024 Calendar Year to 30 September 2024)

This report captures external recruitment rounds where applications opened in the 2024 Calendar Year between 1 January 2024 to 30 September 2024. Expressions of Interests are not included in this report.



# s.22 - Irrelevant information

\* Please note: 'Null' and 'Prefer not to specify' responses have been excluded from the individual demographic views and therefore the total of each demographic will not add up to the total number of applicants.

s.22 - Irrelevant information



## Position description

<b>Job Reference No:</b>	24/065IEOI
<b>Position Title:</b>	Indigenous Liaison Officer ( <i>Affirmative Measures - Indigenous</i> )
<b>Team/Branch:</b>	Diversity and Inclusion - People and Internal Communications
<b>Location:</b>	Any FWO location
<b>Employment Status:</b>	Full-Time or Part-Time
<b>Employment Type:</b>	Non-Ongoing (up to 6 months)
<b>Classification:</b>	APS Level 5 or 6 (at level or TPL)
<b>Closing Date:</b>	<b>5.00pm (AEDT) Monday 26 August 2024</b>

*Please note the filling of this vacancy is intended to constitute an affirmative measure under Section 26 of the Australian Public Service Commissioner's Directions 2022. **This vacancy is open only to Aboriginal and/or Torres Strait Islander applicants.***

### **Indigenous Liaison Offer – Pilot Program, six-month development opportunity.**

This pilot aims to introduce an Indigenous Liaison Officer (ILO) role to the Fair Work Ombudsman (FWO) for a 6-month period. The role will be offered at either the APS 5 or 6 level dependant on the candidates' skills and experience.

The position offers a great opportunity for a First Nations FWO employee, providing a platform to build skills, expand their knowledge, and contribute significantly to our agency's cultural and operational objectives.

We are seeking exceptional candidates for the position of ILO which will be positioned in our Diversity and Inclusion Team (D&I) within our People and Internal Communications Branch (PIC).

### **About the Branch**

The PIC is responsible for delivering strategies and services to assist business areas in the management of their workforces, drive agency productivity through engagement and collaboration, assist employees with their learning and development, ensure payroll and workplace conditions are met, support internal communication and change management, foster workplace health and wellbeing, and build a diverse and inclusive culture.

### **About the Team**

The D&I team is committed to building an inclusive culture that encourages, supports, and celebrates diverse voices and experiences of our employees. This includes implementing inclusive work practices, strategies and action plans, fostering allyship, and supporting employee networks.

### About the role

An ILO will serve as a liaison between our agency, employees, and communities, providing guidance and support on cultural competency.

The ILO will provide culturally sensitive advice and support to all staff. Ensuring the agency's policies and practices are inclusive and respectful of First Nations people. The position offers a unique opportunity for professional development, including leadership, program/project management and stakeholder engagement experience. The ILO will be supported by a mentor and have the opportunity to join the APS ILO Network.

### Typical Duties

The duties of the Indigenous Liaison Officer include, however, are not limited to:

- **Providing culturally sensitive advice** – Offer guidance on engaging with First Nations people
- **Policy and practice reviews** – Assist in reviewing and developing policies to ensure cultural inclusivity; Identify gaps in current practices and suggest improvements
- **Capacity building** – Review and research First Nations cultural awareness training programs.
- **Project Management** - Supporting and assisting with FWO's First Nations initiatives e.g. Reconciliation Action Plan (RAP)
- **Pilot evaluation** – Develop a report evaluating the ILO pilot program's outcomes and providing recommendations.

### Selection Criteria

- Demonstrated understanding of the issues affecting First Nations people and the proven ability to communicate sensitively with First Nations people.
- Ability to engage with diverse audiences, and easily foster stakeholder relationships.
- Ability to review policies, strategies and practices, and provide cultural advice.
- Demonstrated ability to prioritise tasks and meet deadlines.
- Willingness to learn and grow in a professional setting.

### To be considered for an APS 6 Level opportunity, please include the additional criteria

- Ability to manage competing demands in a complex environment.
- Sound judgment and effective decision-making skills
- Strong research skills, including the ability to gather and interpret information to support evidence-based recommendations.

## How to Apply

If you are excited about the opportunity, please tell us in no more than **650 words**:

- Why you want to apply for this role?
- How your skills and experience address the requirements of this role (with consideration of the selection criteria).

All applications must be submitted via our online application system through the [FWO Intranet](#).

For any questions about the role, please contact [Sharon](#) s.47F - Personal privacy

If you have any questions about this recruitment exercise, please email [recruitment@fwo.gov.au](mailto:recruitment@fwo.gov.au)

**Applications close 5.00pm (AEDT) Monday 26 August 2024**

The Office of the Fair Work Ombudsman acknowledges the Traditional Custodians of Country throughout Australia and their continuing connection to land, waters and community. We pay our respect to them and their Cultures, and Elders, past and present.