



Australian Government

Australian Public Service Commission

Ghyas Alam

By email: foi+request-11294-7177f7bc@righttoknow.org.au

Our reference: LEX 947

Dear Mr Alam

Freedom of Information request

1. I am writing about your Freedom of Information (FOI) request under the *Freedom of Information Act 1982* (FOI Act) made on **5 April 2024** for access to documents held by the Australian Public Service Commission (Commission).
2. The FOI Act and all other Commonwealth legislation referred to in this letter are publicly available from www.legislation.gov.au.

Documents relevant to your request

3. You requested access to documents in the following terms:

“I am writing to request information regarding the number of people with disabilities who have applied for positions through the Recruitability Scheme, as well as their success rates in securing employment. Specifically, I would appreciate if this data could be provided department-wise, allowing for a more detailed analysis of inclusivity and accessibility within the APS workforce.”

4. You also provided the following context to your request:

“The information requested would greatly assist in understanding the effectiveness of current diversity initiatives and help identify areas for improvement. By examining department-specific data, we can gain valuable insights into the hiring practices and outcomes for individuals with disabilities across various sectors of the Federal Government.”

5. On 10 April 2024, the Commission informed you that the Commission has collated data that falls under the scope of your request from the period 1 July 2022, and requested whether you agree with the time range.
6. On the same day, you responded agreeing to the time range of 1 July 2022, and requested clarification regarding why data from 25 July 2019 to 1 July 2022 could not be made available.

7. The Commission clarified the date range from 1 July 2022 because it was reasonable to conduct the searches within that time period. The Commission can extract data from previous years, however this will take a significant amount of time and the narrowed time enabled the Commission to process your request within the applicable statutory time period.
8. On 16 April 2024, the Commission sought clarification that you are seeking information pertaining to the Commission only, and provided that the Commission does not have oversight of recruitment applications within the RecruitAbility Scheme pertaining to other department and agencies.
9. On the same day, you revised your request to the following terms:

“I am writing to reiterate my clear and specific request for information regarding the Recruitability scheme across all 16 federal agencies/departments. As previously outlined, I am seeking data on the number of applicants opted into the Recruitability Scheme, the number of applicants receiving offers of employment, and this information for each of the following departments:

- *Department of Agriculture, Fisheries and Forestry*
- *Department of Defence*
- *Department of Climate Change, Energy, the Environment and Water*
- *Department of Finance*
- *Department of Education*
- *Department of Employment and Workplace Relations*
- *Department of Social Services*
- *Department of Foreign Affairs and Trade*
- *Department of Health and Aged Care*
- *Department of Industry, Science and Resources*
- *Department of Infrastructure, Transport, Regional Development, Communications and the Arts*
- *Department of Home Affairs*
- *Department of the Treasury*
- *Department of the Prime Minister and Cabinet*
- *Department of Veterans' Affairs.”*

Decision on your FOI request

5. I am authorised under subsection 23(1) of the FOI Act to make FOI decisions.
6. I am satisfied that all reasonable steps have been taken to locate documents relevant to your request.
7. As relayed to you in correspondence dated 16 April 2024, the Commission does not hold RecruitAbility data at the recruitment level of other department agencies you have referenced, that is, the number of applicants opted into the RecruitAbility Scheme and the number of successful applicants receiving offers of employment in respect of numerous agencies. For information pertaining to other agencies' RecruitAbility information, you

may submit a FOI request directly to those agencies.

8. I have created one (1) document that contains information relevant to your request. Please note, this document relates to RecruitAbility Scheme data for the Commission only.
9. The document within scope is as follows:
 - Document 1: RecruitAbility Scheme data pertaining to the Commission.
10. Document 1 was created under section 17 of the FOI Act, as the data you have sought were not readily available in discrete form within the Commission.
11. I have decided to grant you **full access** to Document 1.
12. **Attachment A** provides a description of the document in scope to be released.

Contacts

13. If you require clarification on matters in this letter please contact the Commission's FOI Officer by emailing foi@apsc.gov.au.

Review rights

14. You are entitled to seek review of this decision. Your review rights are set out at **Attachment B**.

Yours sincerely



Nicole Steele

Authorised FOI decision maker

3 May 2024

SCHEDULE OF DOCUMENTS

Document	Description	Exemption grounds
1	RecruitAbility Scheme data pertaining to the Commission	Full release

Rights of Review

Asking for a full explanation of a Freedom of Information decision

If you are dissatisfied with this decision, you may seek review. Before you seek review of a Freedom of Information (FOI) decision, you may contact us to discuss your request and we will explain the decision to you.

Seeking review of a Freedom of Information decision

If you still believe a decision is incorrect, the *Freedom of Information Act 1982* (the FOI Act) may give you the right to apply for a review of the decision. Under sections 54 and 54L of the FOI Act, you can apply for a review of an FOI decision by seeking:

1. an internal review by an different officer of the Australian Public Service Commission; and/or
2. external review by the Australian Information Commissioner.

There are no fees applied to either review option.

Applying for a review by an Internal Review Officer

If you apply for internal review, a different decision maker to the authorised agency officer who made the original decision will carry out the review. The Internal Review Officer will consider all aspects of the original decision and decide whether it should change. An application for internal review must be made in writing within 30 days of receiving this letter to:

Email: foi@apsc.gov.au
Post: The FOI Officer
 Australian Public Service Commission
 B Block, Treasury Building
 GPO Box 3176
 Parkes Place West
 PARKES ACT 2600

You do not need to fill in a form. However, it is a good idea to set out any relevant submissions you would like the Internal Review Officer to further consider, and your reasons for disagreeing with the decision.

Applying for external review by the Australian Information Commissioner

If you do not agree with the original FOI decision or the internal review decision, you can ask the Australian Information Commissioner to review the decision. You have 60 days to apply in writing for a review by the Office of the Australian Information Commissioner (the OAIC) from the date you received this letter or any subsequent internal review decision.

You can **lodge your application**: Online: www.oaic.gov.au

Post: Australian Information
Commissioner GPO Box 5218
SYDNEY NSW 2001

Email: enquiries@oaic.gov.au

The OAIC encourage applicants to apply online. Where possible, to assist the OAIC you should include your contact information, a copy of the related FOI decision and provide details of your reasons for objecting to the decision.

Complaints to the Information Commissioner and Commonwealth Ombudsman

Information Commissioner

You may complain to the Information Commissioner concerning action taken by an agency in the exercise of powers or the performance of functions under the FOI Act. There is no fee for making a complaint. A complaint to the Information Commissioner must be made in writing. The Information Commissioner's contact details are:

Telephone: 1300 363 992

Website: www.oaic.gov.au

Commonwealth Ombudsman

You may complain to the Ombudsman concerning action taken by an agency in the exercise of powers or the performance of functions under the FOI Act. There is no fee for making a complaint. A complaint to the Ombudsman may be made in person, by telephone or in writing. The Ombudsman's contact details are:

Phone: 1300 362 072

Website: www.ombudsman.gov.au