
The Parliament of the Commonwealth of Australia

Review of Administration and Expenditure: No.9 – Australian Intelligence Agencies

Parliamentary Joint Committee on Intelligence and Security

March 2012
Canberra

© Commonwealth of Australia 2012

ISBN 978-0-642-79550-2 (Printed version)

ISBN 978-0-642-79551-9 (HTML version)

This work is licensed under the Creative Commons Attribution-NonCommercial-NoDerivs 3.0 Australia License.



The details of this licence are available on the Creative Commons website:

<http://creativecommons.org/licenses/by-nc-nd/3.0/au/>



Contents


- Membership of the Committeevi
- Terms of referenceviii
- List of abbreviationsix

- 1 Introduction1**

- 2 Administration.....3**
 - Organisation of agency structure.....3
 - Impact on agencies of recent legislative changes4
 - Litigation.....5
 - Human resource management within the agencies.....6
 - Management of growth6
 - Recruitment.....7
 - Workplace diversity8
 - Training and development.....9
 - Linguistic skills9
 - Separation rates and retention strategies.....10**
 - Separation rates.....10
 - Retention strategies11
 - Security issues.....11**
 - Cyber security12

Security clearances	12
Visa Security Assessments	13
ASIO personnel Security Assessments.....	21
Counter-terrorism security assessments.....	21
Breaches of security.....	21
Staff surveys.....	22
Accommodation	23
ASIO's new central office	23
Other agencies.....	24
Performance management and evaluation	24
Organisational performance management	24
Individual performance management	25
Issues raised by the IGIS.....	26
Archives-related complaints	26
Conclusions.....	26
3 Expenditure.....	29
The efficiency dividend	29
Submission from the ANAO	30
Budget Growth	31
Agencies other than ASIO.....	31
ASIO	31
Recruitment costs	32
Training costs.....	33
Financial governance systems	33
Fraud control and risk management	33
Conclusions.....	34

4	Interoperability	35
	The National Intelligence Coordination Committee	36
	The National Intelligence Collection Management Committee	37
	The National Intelligence Open Source Committee	37
	The National Threat Assessment Centre	37
	National Interception Technical Assistance Centre	38
	The Cyber Security Operations Centre	38
	Conclusions.....	38
	Appendix A – List of Submissions	39
	Appendix B – Witnesses appearing at hearings	41
	Private hearing.....	41
	Public hearing	42



Membership of the Committee

Chair The Hon Anthony Byrne MP

Deputy Chair The Hon Philip Ruddock MP

Members

Mr Michael Danby MP	Senator Mark Bishop (from 01/07/11)
Mr John Forrest MP (from 06/07/11)	Senator the Hon George Brandis SC (from 06/07/11)
Mr Daryl Melham MP (to 14/03/12)	Senator the Hon John Faulkner
The Hon Kevin Rudd MP (from 14/03/12)	Senator Michael Forshaw (to 30/06/11)
Mr Andrew Wilkie MP	Senator the Hon David Johnston (from 06/07/11)
	Senator Julian McGauran (to 30/06/11)
	Senator the Hon Ursula Stephens (from 06/07/11)
	Senator Russell Trood (to 30/06/11)

Committee Secretariat

Secretary	Dr Margot Kerley (till 08/06/11)
A/g Secretary	Dr John Carter (from 09/06/11 to 25/07/11)
Secretary	Mr Jerome Brown (from 26/07/11)
Inquiry Secretary	Mr Robert Little
Research Officer	Dr Cathryn Ollif
Administrative Officers	Ms Jessica Butler
	Ms Gillian Drew



Terms of reference

This review is conducted under paragraph 29(1)(a) of the *Intelligence Services Act 2001*:

- to review the administration and expenditure of ASIO, ASIS, DIGO, DIO, DSD and ONA, including the annual financial statements (of) ASIO, ASIS, DIGO, DIO, DSD and ONA.



List of abbreviations

AAT	Administrative Appeals Tribunal
AFP	Australian Federal Police
AIC	Australian Intelligence Community
ANAO	Australian National Audit Office
APS	Australian Public Service
ASIO	Australian Security Intelligence Organisation
ASIO Act	<i>Australian Security Intelligence Organisation Act 1979</i>
ASIS	Australian Secret Intelligence Service
ASRC	Asylum Seeker Resource Centre
CSOC	Cyber Security Operations Centre
DFAT	Department of Foreign Affairs and Trade
DIAC	Department of Immigration and Citizenship
DIGO	Defence Imagery and Geospatial Organisation
DIO	Defence Intelligence Organisation
DSA	Defence Security Authority
DSD	Defence Signals Directorate
Finance	Department of Finance and Deregulation

FMA Act	Financial Management and Accountability Act 1997
IGIS	Inspector-General of Intelligence and Security
IMA	Irregular Maritime Arrivals
ISA	Intelligence Services Act 2001
ISPT	Industry Superannuation Property Trust
MAL	Movement Alert List
NIC	National Intelligence Community
NICC	National Intelligence Coordination Committee
NICMC	National Intelligence Collection Management Committee
NIOSC	National Intelligence Open Source Committee
NiTAC	National Interception Technical Assistance Centre
NTAC	National Threat Assessment Centre
ONA	Office of National Assessments
PDF	ONA's Performance Development Framework
PJCIS	Parliamentary Joint Committee on Intelligence and Security
PM&C	Prime Minister and Cabinet
RCOA	Refugee Council of Australia
R.I.S.E.	Refugees Survivors & Ex-Detainees
SES	Senior Executive Service
TIA Act	Telecommunications (Interception and Access) Act 1979
TSPV	Top Secret Positive Vetting
UNHCR	United Nations High Commissioner for Refugees