

## QUESTION TAKEN ON NOTICE

### ADDITIONAL ESTIMATES HEARING : 08 February 2016

#### IMMIGRATION AND BORDER PROTECTION PORTFOLIO

#### (AE16/048) - Staff in Policy Division since 30 June 2015 - Internal Product (DIBP)

Senator Carr, Kim (L&CA 75) asked:

Senator KIM CARR: Turning to the policy division, how many of the staff who currently work in the policy division or its equivalent have been there from 30 June 2015?

Dr Charker: I do not have that information; I am sorry.

Mr Pezzullo: We just need to clarify terms, too. There is a policy group headed up by Deputy Secretary Noble, who is not available at the moment. She heads a group that consists of a number of policy divisions—an Immigration and Citizenship Policy Division; an international policy division. To assist me in understanding the point of your question, are you interested in the entire group, or a particular division within the group?

Senator KIM CARR: The whole group. The whole group would be helpful.

Mr Pezzullo: Dr Charker, working with her colleague, Ms Noble, will take it on notice at the group level.

Senator KIM CARR: I am interested to know what the corporate history is in terms of the policy advice.

Mr Pezzullo: It is an excellent corporate history. A number of excellent longstanding immigration officers have been promoted—people who are very high calibre. They have been joined in a blended construct by officers who have joined us from other departments including, from memory, Foreign Affairs, Defence and perhaps others as well.

Senator KIM CARR: So you can give me a breakdown of staff within that?

Mr Pezzullo: Sure.

Senator KIM CARR: I do not want to know the names, but I would like to know what the length of service has been.

Mr Pezzullo: As public servants, or as officers of the—

Senator KIM CARR: No, in immigration policy.

Mr Pezzullo: We can do immigration policy from a number of points of view. Officers of the former department, I think, is what you are asking.

Senator KIM CARR: Mmm.

Mr Pezzullo: There should be no suggestion in anyone's mind about the sole repository of wisdom about how to deal with these intractable, complex and, in some cases, longstanding problems that have suffered a want of a solution—no doubt despite the best efforts of people who have had longstanding careers in this field. Everything can be dealt with with a fresh perspective as well. If you are asking me about people with expertise in immigration policy who are also members of the department, we will give you a very concise answer.

Senator KIM CARR: No, I am interested in the policy divisions, not the general department. I do not want to know the work history of every officer in the blended department. I am interested to know whether or not there has been a clean-out of the policy advisory roles within the new structure.

Mr Pezzullo: We will take that on notice. I think the only way to really give that answer by way of proxy is to advise who of the current group of leaders has been in the department for

particular periods of time—they might not have been in the department at the levels that they currently serve; that is to say they have been promoted—and in other cases who has joined the department perhaps since the merger on 1 July 2015. I think that is the only way to address the question. I cannot think of any other way to address your concerns about a so-called clean-out. Senator KIM CARR: All right. Let's see how you go with the answer and we will come back to it.

*Answer:*

The table below provides a breakdown of the originating source for the 915 employees in Policy Group as at 29 February 2016.

Source	Percentage of employees	Number of employees
<b>Former DIBP</b>	62.1%	568
<b>Former ACBPS</b>	27.3%	250
<b>New employee<sup>1</sup></b>	10.6%	97

Note: <sup>1</sup> External engagement to the Department

Of the 915 employees in policy group on 29 February 2016, 635 (69.4 per cent) have been employed with the policy group from 30 June 2015.