

# DFAT – AusAID Integration Principles

These principles will guide the integration process, working towards a new structure for the Department by 1 July 2014. Until then, transition arrangements will apply from 1 November 2013.

- Australia's aid program will promote Australia's national interests through contributing to international economic growth and poverty reduction. It will be designed and implemented to support Australian foreign and trade policy. Its geographic priority will be the Indo-Pacific region, especially the South Pacific and South East Asia.
- The outcome of integration will be a transformed Department that aligns and implements foreign, development, and trade policies and programs in a coherent, efficient and effective manner, in pursuit of Australia's national interests.
- The Department will work closely with NGOs with a strong track record for effective aid delivery.
- Effective and high quality aid is fundamental to advancing Australia's national interests and must be supported by a Department with the capabilities and systems to deliver a large and complex aid program and to be measured against clear benchmarks.
- Recognising its implications for all staff, the integration will be undertaken with open and constructive communication with staff, with transparency and accountability, as well as in accordance with the legal and regulatory requirements for machinery of government changes.
- The transformed Department (after transitional arrangements expire) will have unified people management, applying to all APS employees and to locally-engaged (overseas-based) staff.
- In order to maintain aid policy and program management expertise, the department will have a development career stream/structure, with some positions in Canberra and overseas designated as requiring international development assistance skills.
- The Department will have unified corporate, ICT, property and other enabling services, in Australia and overseas.
- The balance of the Department's operations in Australia and overseas will be determined by how to pursue most effectively and efficiently Australia's foreign policy, economic/trade, and development interests and the resources available to do so.
- The Department will have a strong unified culture focused on advancing Australia's foreign policy, economic/trade, and development interests with a high degree of professionalism, integrity and innovation, while maintaining accountability and risk management capability.