

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS
ATTORNEY-GENERAL'S DEPARTMENT

Portfolio

Question No 67

Senator Humphries asked the following question at the hearing on 14 February 2012:

Staffing

1. How many graduates have been engaged this year? Where have they been placed in the department/agency? Were these empty positions or are they new positions?
2. List what training will be provided, the name of the provider and the cost.

The answer to the honourable senator's question is as follows:

Attorney-General's Department

1. 33 graduates have been engaged this year and placed in the Civil Justice and Legal Services Group, Strategic Policy and Coordination Group and National Security and Criminal Justice Group based on business needs. Graduates are currently in existing Graduate APS positions and will be placed permanently in existing positions at the end of the program.
2. The training program includes a range of internal and external courses, including a comprehensive induction program. The internal courses cover topics that are relevant to working in the Department such as developing policy, getting a bill through Parliament and writing APS briefs and complemented with a Diploma of Government which is an external course delivered by the Australian Public Service Commission, that covers a broad range of APS-specific training modules. The total cost of the Diploma is \$103,332 for all 33 graduates.

AUSTRAC

1. One graduate, placed in the Corporate branch – Education & Training section, but undertaking rotations, currently in the Compliance branch. The graduate position is a new position.
2. AUSTRAC internal training courses and an overall program of development provided by AUSTRAC.

Australian Customs and Border Protection Service

1. 31 Graduates have been engaged this year.
2. Graduates have been placed in various Divisions (see below). The graduates are currently in Graduate Trainee positions and will be placed permanently in existing positions at the end of the Development program.

Intelligence and Targeting Division	9 Graduates
Trade and Compliance Division	8 Graduates
People and Place Division	3 Graduates
Legal Services Branch	2 Graduates
Passengers Division	2 Graduates
Cargo Division	2 Graduates
Border Protection Command	1 Graduate

Enforcement and Investigations	1 Graduate
Financial Services Division	1 Graduate
Information Technology	1 Graduate
Border Strategies and Priorities	1 Graduate

Australian Government Solicitor

1. 9 law graduates from around Australia commenced with AGS in February 2012. Each graduate rotates through different legal areas over a 12 month period before being placed with a particular legal practice group. AGS does not have designated graduate positions. The number of graduates that AGS engages is matched to AGS's business needs, including ensuring the long term sustainability of AGS's legal capacity. The number of graduates employed in 2012 represents an increase on previous intakes which have averaged around 4-5 graduates.

2. The graduate training program has several components including an orientation program, in-house training on topics of substantive law and client service together with other AGS seminars and forums, and sponsorship towards an external program of practical legal training necessary to complete the requirements for admission to legal practice. The training program will be delivered largely using internal resources supplemented by external resources on as required basis. The cost of the external training component is expected to be about \$75,000.

Australian Federal Police

1. 18 out of the 20 Graduates have been engaged for the 2012 Program (other two commencing in April).

Business Area	No. Graduates
ACT Policing Finance	1
ACT Policing	1
Corporate Communications	1
Forensic & Data Centres	1
Human Resource Strategies	2
High Tech Crime Operations	1
Internal Audit Business Analysis	1
Information Communication Technology	2
International Deployment Group	2
Legal	2
National Finance	2
National Procurement & Contracts	1
Policy and Governance	2
Professional Standards	1

These positions are empty (vacant) that replace last year's Graduates

2. The proposed professional training below will be provided to the 2012 Graduates as well as a number of internal personal development opportunities. The provider is currently being sourced through the Public Service Commission Leadership, Learning and Development panel (AFP Panel SON 200003). The cost of the professional development training will cost approx. \$50,000.

- Transforming academic writing into APS format
- Communicate and present with influence
- Introduction to APS Procurement
- Career Management
- Introduction to Project Management
- Introduction to APS Finance
- Customer Service in the AFP

The following portfolio agencies did not engage any graduates this year and have a nil return for the question:

- Administrative Appeals Tribunal (AAT)
- Australian Commission for Law Enforcement Integrity (ACLEI)
- Australian Crime Commission (ACC)
- Family Court of Australia
- Federal Magistrates Court
- CrimTrac
- The Office of the Commonwealth Director of Public Prosecutions (CDPP)
- High Court of Australia
- Australian Institute of Criminology (AIC)
- Office of Parliamentary Counsel
- Office of the Australian Information Commissioner
- Australian Law Reform Commission (ALRC)
- National Native Title Tribunal (NNTT)