SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS
AUSTRALIAN CRIME COMMISSION

Question No. 82

Senator Brandis asked the following question at the hearing on 12 February 2013:

In relation to staff:

1. How many serving police officers were seconded to the Australian Crime Commission, and from which jurisdiction, each year from 2007/08 to 2012/13? How many of these secondments were funded by the ACC vs jurisdiction funded?

2. What was the ACC staff headcount by employment capacity [*office location*] every year from 2007/08 to 2012/13? How many of these positions were permanent vs part time?

3. How many non-seconded active ACC staff as of 12/13 had previously worked in Australian Federal/State/Territory or overseas law enforcement agencies? Which agencies?

4. How many former AFP staff are working at the ACC as opposed to former State/Territory police staff?

5. How many of those staff have had operational experience at Task Force level- such as Ethnic Crime Task Forces, such as the NSW Mid Eastern Force or Victorian Gangland murder investigations?

6. In 2007/08, 08/09, 09/10, 10/11, 11/12 and 12/13 how many people who had not previously served in any Federal/State/Territory or overseas law enforcement agencies were appointed to jobs with the Australian Crime Commission?

7. Provide a breakdown of permanent ACC staff [*excluding seconded]* based on their professional disciplines – ACC Examiners, Australian Public Servants and contractors and consultants for each year from 2007/08 to 2012/13

8. How many staff made up the Serious Crime Research Team every year from 2007/08 to 2012/13 and how many have backgrounds working in Australian or overseas law enforcement agencies?

9. As of 12/13 how many members of the ACC Serious Crime Research Team are serving members or have a background in Australian or overseas law enforcement agencies?

10. How many members of task forces were working at the ACC each year from 2007/08 to 2012/13?

11. How many ACC staff were dedicated to field work operations every year from 2007/08 to 12/13?

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

1.

| | ACC SECONDEES | | | | | | | | | | | | | | | | Totals | | |
| | AFP | | NSW Police | | NT Police | | QLD Police | | SA Police | | TAS Police | | VIC Police | | WA Police | | | | |
Funding source	AFP	ACC	State	ACC	State	ACC	State	ACC	State	ACC	State	ACC	State	ACC	State	ACC	ACC	AFP	State
2007 –08	1	8	2	9	0	1	1	8	0	1	0	0	0	17	0	1	**45**	**1**	**3**
2008 – 09	4	2	2	5	1	0	1	7	0	1	0	.0	0	8	0	1	**24**	**4**	**4**
2009 –10	3	2	2	9	0	2	0	5	0	3	0	0	0	5	0	3	**29**	**3**	**2**
2010 –11	2	4	0	7	0	1	1	8	0	3	0	0	1	12	0	3	**38**	**2**	**2**
2011 – 12	1	3	0	3	0	1	0	5	0	3	0	1	0	4	0	3	**23**	**1**	**0**
2012 –13 (31 Jan 13)	2	3	0	2	1	1	0	7	1	3	0	1	0	10	1	3	**30**	**2**	**3**

2. An outline of ACC staff head count and their employment capacity for each financial year from 2007–08 to 2012–13 is outlined below:

2007–08 as at 30 June 2008	ACC Staff – Ongoing full time	ACC Staff – Ongoing part time	ACC Staff – non-ongoing full time	ACC Staff – non-ongoing part time	Secondees – PS Act – non-ongoing full time	Other staff*	Total
Adelaide	26	6	2	-	2	12	48
Alice Springs	6	-	2	1	-	3	12
Brisbane	75	6	1	-	6	18	106
Canberra	94	7	22	2	-	66	191
Darwin	5	-	-	-	-	-	5
Melbourne	107	12	19	1	7	23	169
Perth	26	1	4	-	1	8	40
Sydney	107	19	21	1	7	16	171
TOTAL	446	51	71	5	23	146	742

*Other Staff includes Labour for Hire staff who are contracted through procurement methods, secondees funded by either the ACC or their home agency who are acquired through Memorandum of Understanding arrangements, and secondees who are part of task force arrangements. These staff members are included in the head count on a specific day, but can not be classified as permanent or part-time staff as their work arrangements vary depending on requirements.

2008–09 as at 30 June 2009	ACC Staff – Ongoing full time	ACC Staff – Ongoing part time	ACC Staff – non-ongoing full time	ACC Staff – non-ongoing part time	Secondees – PS Act – non-ongoing full time	Other staff*	Total
Adelaide	24	1	1	-	1	11	38
Alice Springs	5	-	1	1	-	2	9
Brisbane	67	4	1	-	6	5	83
Canberra	106	10	8	-	-	15	139
Darwin	3	-	-	-	-	-	3
Melbourne	110	11	8	1	6	9	145
Perth	19	2	1	-	1	2	25
Sydney	94	17	20	-	4	11	146
TOTAL	428	45	40	2	18	55	588

*Other Staff includes Labour for Hire staff who are contracted through procurement methods, secondees funded by either the ACC or their home agency who are acquired through Memorandum of Understanding arrangements, and secondees who are part of task force arrangements. These staff members are included in the head count on a specific day, but can not be classified as permanent or part-time staff as their work arrangements vary depending on requirements.

2009–10 as at 30 June 2010	ACC Staff – Ongoing full time	ACC Staff – Ongoing part time	ACC Staff – non-ongoing full time	ACC Staff – non-ongoing part time	Secondees – PS Act – non-ongoing full time	Other staff*	Total
Adelaide	23	6	2	-	-	10	41
Alice Springs	4	-	1	1	-	1	7
Brisbane	68	7	3	-	1	4	83
Canberra	109	11	25	2	-	27	174
Darwin	1	-	-	-	-	1	2
Melbourne	110	14	4	1	4	28	161
Perth	17	2	2	-	-	6	27
Sydney	102	17	13	1	-	25	158
TOTAL	434	57	50	5	5	102	653

*Other Staff includes Labour for Hire staff who are contracted through procurement methods, secondees funded by either the ACC or their home agency who are acquired through Memorandum of Understanding arrangements, and secondees who are part of task force arrangements. These staff members are included in the head count on a specific day, but can not be classified as permanent or part-time staff as their work arrangements vary depending on requirements.

2010–11 as at 30 June 2011	ACC Staff – Ongoing full time	ACC Staff – Ongoing part time	ACC Staff – non-ongoing full time	ACC Staff – non-ongoing part time	Secondees – PS Act – non-ongoing full time	Other staff*	Total
Adelaide	26	7	3	2	4	10	52
Alice Springs	4	-	1	-	-	1	6
Brisbane	65	10	12	-	1	9	97
Canberra	155	12	24	3	-	31	225
Darwin	1	-	-	-	-	-	1
Melbourne	107	14	7	-	4	29	161
Perth	24	2	4	-	-	4	34
Sydney	104	16	23	2	-	10	155
TOTAL	486	61	74	7	9	94	731

*Other Staff includes Labour for Hire staff who are contracted through procurement methods, secondees funded by either the ACC or their home agency who are acquired through Memorandum of Understanding arrangements, and secondees who are part of task force arrangements. These staff members are included in the head count on a specific day, but can not be classified as permanent or part-time staff as their work arrangements vary depending on requirements.

2011–12 as at 30 June 2012	ACC Staff – Ongoing full time	ACC Staff – Ongoing part time	ACC Staff – non-ongoing full time	ACC Staff – non-ongoing part time	Secondees – PS Act – non-ongoing full time	Other staff*	Total
Adelaide	22	8	1	3	3	5	42
Alice Springs	3	-	1	-	-	-	4
Brisbane	65	8	4	1	1	6	85
Canberra	168	13	19	2	-	33	235
Darwin	1	-	-	-	-	1	2
Hobart	-	-	-	-	-	1	1
Melbourne	99	16	3	-	1	8	127
Perth	24	2	3	-	-	5	34
Sydney	102	15	6	4	-	13	140
TOTAL	484	62	37	10	5	72	670

*Other Staff includes Labour for Hire staff who are contracted through procurement methods, secondees funded by either the ACC or their home agency who are acquired through Memorandum of Understanding arrangements, and secondees who are part of task force arrangements. These staff members are included in the head count on a specific day, but can not be classified as permanent or part-time staff as their work arrangements vary depending on requirements.

2012–13 as at 31 January 2013	ACC Staff – Ongoing full time	ACC Staff – Ongoing part time	ACC Staff – non-ongoing full time	ACC Staff – non-ongoing part time	Secondees – PS Act – non-ongoing full time	Other staff*	Total
Adelaide	21	9	2	2	1	5	40
Alice Springs	1	-	1	-	-	1	3
Brisbane	74	6	1	3	-	5	89
Canberra	173	15	13	2	-	19	222
Darwin	1	-	-	-	-	1	2
Hobart	-	-	-	-	-	1	1
Melbourne	100	16	1	2	1	8	128
Perth	21	2	2	-	-	6	31
Sydney	107	15	8	4	-	1	135
TOTAL	498	63	28	13	2	47	651

*Other Staff includes Labour for Hire staff who are contracted through procurement methods, secondees funded by either the ACC or their home agency who are acquired through Memorandum of Understanding arrangements, and secondees who are part of task force arrangements. These staff members are included in the head count on a specific day, but can not be classified as permanent or part-time staff as their work arrangements vary depending on requirements.

3. There are currently 133 ACC staff whose prior service records indicate previous Australian law enforcement agency experience and four with overseas law enforcement agency experience. Prior service records do not capture all work experience prior to

joining the ACC as they contain only eligible service and may have generic descriptions such as Australian Public Service depending on which agency recognised and entered the service.

The following agencies are identified in prior service records:

Australian law enforcement agencies

- Australian Federal Police
- Australian Customs and Border Protection Service
- Anti-Corruption Commission (WA)
- Crime and Misconduct Commission (QLD)
- NSW Independent Commission Against Corruption
- NSW Crime Commission
- NSW Police Force
- NT Police
- QLD Police
- SA Police Service
- VIC Police Service
- TAS Police Service
- WA Police Service

Overseas law enforcement agencies

Serious and Organised Crime Agency (UK)
National Crime Squad (UK)
Warwickshire Police (UK)
Her Majesty's Inspectorate of Constabulary (UK)

4. There are currently 25 ACC staff who have prior service records that indicate previous employment at the Australian Federal Police as opposed to 75 with state police services.

5. The ACC possesses a range of staff with previous law enforcement experience with operational experience at Task Force level. This includes individuals who have led state and territory police task forces. However, whilst the ACC has a good understanding of the skills and capabilities of each individual officer, the ACC does not maintain information on previous work experience to this level of detail.

6.

Engagement of employees with a non-LEA background	
2007–08	N/A
2008–09	51
2009–10	102
2010–11	154
2011–12	72
2012–13 (to 30 Jan 13)	27

Note: Data for 2007–08 is not available

7.

Professional Discipline	2007–08 as at 30 June 2008	2008–09 as at 30 June 2009	2009–10 as at 30 June 2010	2010–11 as at 30 June 2011	2011–12 as at 30 June 2012	2012–13 as at 31 January 2013
Finance & Corporate	Break down not available	28	30	32	31	30
Heads of ACC Determinations, operations managers, target development and intervention staff (note all operational staff).		13	11	7	10	12
IT – including management of national intelligence systems.		49	54	60	60	47
Intelligence		119	133	173	167	156
Investigators		28	27	36	33	32
Legal officers		23	27	26	24	25
Performance & Governance		7	17	25	22	19
Regional business support		46	32	38	31	30
Security, human resources, integrity & standards		29	37	38	38	40
Senior Executive ACC Examiners appointed by the Governor General		30	18	23	22	28
Policy, media, stakeholder relations, ACC board.		18	18	14	17	18
Surveillance and specialist staff.		23	125	133	118	126
Target development and intervention support.		112	38	45	41	39
Total :	**641**	**525**	**567**	**649**	**614**	**602**

Please note this excludes all forms of secondees and consultants. These figures are included in question two.

8. The number of staff which make up the Serious Crime Research Team is outlined below:

Serious Crime Research Team (SCRT)	
	No. of staff
2007–08	N/A
2008–09	N/A
2009–10	N/A
2010–11	3
2011–12	4
2012–13 (to 30 Jan 13)	3

Note: The SCRT was created on 27 November 2009, but was not identified as a unit on the ACC organisational structure until 1 July 2010

The genesis of the Serious Crime Research Team (SCRT) was the National Indigenous Intelligence Task Force's (NIITF) research capability. The NIITF's research capability successfully supported ACC intelligence and operational activity and insights by further developing an evidence-base on issues affecting child sexual abuse and violence against women in Indigenous communities. The research produced from the NIITF was used to inform strategic decision making by law enforcement and Government.

The SCRT was formally established in late 2010 in recognition of the need to further develop insights derived from ACC intelligence and operational activity. The SCRT staffing complement is set at three officers. However, the SCRT has been at times made up of seconded staff from the Australian Institute of Criminology (criminologists) and the Australian Bureau of Statistics (statistician). Officers working for the SCRT have had a range of experience working within the law enforcement environment, including the Queensland Criminal Justice Commission, the National Crime Authority, Defence and the Department of Foreign Affairs and Trade.

9. The SCRT is currently staffed by one full time EL1 and two part-time officers (1 x EL2 and 1x EL1).

Currently, two SCRT officers have extensive experience working within the law enforcement environment across various ACC teams since 2004. Of these two officers, one has also worked with the Queensland Criminal Justice Commission (now the Queensland Crime and Misconduct Commission) and the National Crime Authority. The other came from Defence. The third current team member has had extensive international liaison experience whilst working for the Department of Foreign Affairs and Trade.

10. The number of ACC staff working on task forces for each financial year is outlined below:

YEAR	No. Staff
2007–08	44
2008–09	26
2009–10	37
2010–11	18
2011–12	13
2012–13 (at 30 Jan 2013)	28

11. The number of staff dedicated to field work operations for each financial year is outlined below:

YEAR	No. Staff
2007–08	N/A
2008–09	318
2009–10	361
2010–11	420
2011–12	393
2012–13 (at 30 Jan 2013)	364

The ACC has interpreted field work to include any activity that directly progresses the operations of the ACC. As a result, we have not included staff whose primary role is within a corporate function. Please note that consultants are not counted in our headcount numbers.