

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS  
AUSTRALIAN FEDERAL POLICE

**Question No. 115**

**Senator Ludwig asked the following question at the hearing on 31 October 2006:**

Regarding investigation into recruitment corruption at the sky marshal academy:

- (a) Has this investigation concluded? If not, when is it expected to conclude?
- (b) What were the findings of the investigation: (i) have any persons been sacked, or had their employment terminated as a result of the investigation; and (ii) how many persons have resigned as a result of the investigation; and if so, what sort of seniority are we talking about in terms of resignations and terminations, and what roles and duties did they perform at the academy?
- (c) Did the investigation make any recommendations and if so, (i) what were they; (ii) what is the timeline for the implementation of those recommendations; and (iii) provide an update on the implementation of those recommendations.
- (d) Have any persons launched legal action against the AFP – or any other government agency – as a result of anything arising out of the investigation, or connected to the investigation? If so, give details – what are the allegations?
- (e) How many complaints in total has the AFP received from agents in relation to this scheme and What have been the outcomes of these complaints?
- (f) I understand that the investigation partially centred around the corrupt awarding of marks. (i) Have persons who were found to have corruptly received passing grades been subject to re-examination, and (ii) how many people were found to have corruptly received failing marks?

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

- (a) Yes.
- (b)(i) No. Not at this time.
- (b)(ii) One person has resigned to date following the investigation. This person was an Air Security Officer (ASO) Team Leader within the training environment of the Air Security Officer Program (ASOP) who oversaw the training of new ASOs.
- (c)(i) A number of recommendations were made by PRS with regard to individual employees, management, governance and training. Three ASOs were recommended for employment suitability review with others recommended for formal counselling and attendance at leadership development programs. Recommendations were also made at an organisational level, aimed at developing a culture within the ASOP that is reflective of AFP values. A central objective of the recommendations was to initiate further development of the ASOP training and management structure through the following measures:
  - Review of ASOP guidelines;

- Creation of an ASOP liaison officer;
- Introduction of AFP management into ASOP;
- Review of team leader duties and role;
- Introduction of performance development agreements for all members of ASOP;
- Equity and diversity education;
- Review ASO recruitment policy and guidelines; and
- Review of current training model.

(c)(ii) In November 2005, PRS met with Aviation management to initiate change within the ASOP. Since that time, the aviation portfolio has introduced a number of initiatives to improve management practices, selection processes and training methodologies. This is an ongoing process.

(c)(iii) Progress has been made with regard to a number of the recommendations, including:

- Redeployment of the ASOP Coordinator;
- Counselling and demotion of two deputy team leaders;
- Assessments made for employment suitability of three members;
- Two members undertook team leader development program 2/2006;
- Trainee ASOs now receive feedback as a result of standardised assessments, as well as support and mentoring to ensure they have every opportunity to meet the high standards required;
- All ASO training is now integrated into the AFP national training college and is delivered using recognised adult education methodologies;
- A new training team has been established and all training is overseen by the national training and aviation management teams; and
- The ASO program management arrangements and team structures have now changed and reflect the AFP management framework, practices, policies and procedures. Greater oversight and accountability measures have been implemented across the programs.

(d) No legal action has been launched against the AFP as a result of anything arising out of the investigation. Three COMCARE claims exist. These claims can not be expanded upon in consideration of the privacy of those members involved.

(e) Since the inception of the ASOP, members of the AFP have made 15 allegations (some comprising multiple issues) which are detailed as follows:

<b>Issues</b>	<b>Outcomes</b>
Advice	Still under investigation
Assault	Still under investigation
Conduct	APS Management Action
Conduct	Management Action
Conduct	Still under investigation
Conduct	Unsubstantiated-Exonerated
Conduct	Unsubstantiated-No Fault
Fraud against Commonwealth	Still under investigation
Harassment	Still under investigation
Incivility	Unsubstantiated-Unfounded
Misuse of Authority	Still under investigation

Misuse of Authority	Not Investigated further not withdrawn <sup>1</sup>
Misuse of Authority	Substantiated-Allegation Substantiated
Neglect of Duty	Still under investigation
Practices and Procedures	Still under investigation

(f)(i) The investigation found nothing to support this allegation.

(f)(ii) The investigation found nothing to support this allegation.

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<sup>1</sup> An investigation was not warranted having regard to all circumstances however the matter was not withdrawn in order to allow reinvestigation should further material come to light at a later time.