

Department of Immigration and Multicultural Affairs

1997-98 Annual Report

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Part 1 Portfolio Bodies

- 1a (i) Portfolio Legislation; and
- (ii) Statutory Authorities;
- 1b Non-Statutory Bodies;
- 1c Government Companies and Incorporated Associations

1a (i) Portfolio Legislation

- (a) List of enactment, or parts of enactments, administered during this year by the Minister for Immigration and Multicultural Affairs

Aliens Act Repeal Act 1984
Australian Citizenship Act 1948
Immigration (Education) Act 1971
Immigration (Education) Charge Act 1992
Immigration (Guardianship of Children) Act 1946
Migration Act 1958
Migration Agents Registration Application Charge Act 1997
Migration Agents Registration Renewal Charge Act 1997
Migration (Health Services) Charge Act 1991
Migration Legislation Amendment Act (No.5) 1995
Migration Legislation Amendment (Migration Agents) Act 1997
Migration Reform Act 1992
Migration (Visa Application) Charge Act 1997
Temple Society Trust Fund Act 1949

- (b) A list of enactments that the Department was involved in the administration of.

All the enactments mentioned under i (a) above.

- (c) Enactments administered wholly or to a significant extent by other agencies.

None.

1a (ii) Statutory Authorities

The Migration Agents Registration Authority

On 23 March 1998, the Minister signed an instrument, pursuant to section 315 of the *Migration Act 1958*, appointing the Migration Institute of Australia (MIA) as the Migration Agents Registration Authority (MARA).

MARA reports to the Minister for Immigration and Multicultural Affairs annually and those reports are tabled in Parliament, pursuant to the Annual Report guidelines, by 31 October each year.

1b Non-Statutory Bodies

i) Ministerial Council of Immigration and Multicultural Affairs

Annual meetings of the Commonwealth, State and Territory Ministers of Immigration, Ethnic Affairs and Multicultural Affairs have been held since August 1946, under various titles.

The title was changed in March 1994 to the Ministerial Council of Immigration and Multicultural Affairs, in accordance with the protocols established by the Council of Australian Governments (COAG) in December 1992.

Objectives and functions

The objectives of the Council are:

- firstly, to provide a forum for the development of appropriate policies and strategies across the spheres of Government, on aspects of immigration, settlement, citizenship and multicultural affairs; and
- secondly, to maximise the benefits for Australia from the entry and settlement of people, through the integration of relevant policies and services within the overall economic, social and environmental strategies of governments, using to the fullest extent the contributions of community groups.

In particular, the Council will:

- share information on immigration and population issues of the annual migration program;
- monitor the development and outcomes of State-Territory settlement plans in accordance with Ministers' resolutions of June 1992, and with respect to the involvement of local government;
- cooperate in developing, implementing and reviewing policies of strategic national significance in the area of multicultural and ethnic affairs, and in identifying opportunities for joint strategies;
- develop and review strategies and programs requiring joint financial contributions, such as the Commonwealth, State and Territory Research Program and the National Accreditation Authority for Translators and Interpreters (NAATI); and
- ensure liaison with other councils on matters of shared interest.

The Council is chaired by the Commonwealth Minister for Immigration and Multicultural Affairs and Minister Assisting the Prime Minister for Multicultural Affairs, and includes State and Territory Ministers with direct responsibility for ethnic and/or multicultural affairs. At the Ministerial Council meeting in March 1994, the Australian Local Government Association (ALGA) was accepted as a full member of the council.

The New Zealand Minister for Immigration and NAATI attend as observers. The Council meets annually, with extraordinary meetings called as necessary.

The Council involves discussion of issues-based resolutions prepared by officials at their meeting on the previous day. (See Standing Committee of Immigration and Multicultural Affairs.)

Date of termination and review

The term of office of the Council is open and no review date has been set.

Activities, funding and expenditure

The annual Council meeting was held in March 1998 in Melbourne.

The Department meets all administrative costs associated with the Council meetings, except venue costs, the costs of State and Territory representation and any host Government official function. Funding and secretariat services are administered by the Department's Ministerial and Communications Branch. The Council is purely a consultative body and has no power to distribute funds to other organisations or individuals.

Remuneration paid to members

No sitting fees are paid to Council members, as they participate in their official capacities.

ii) Standing Committee of Immigration and Multicultural Affairs

Meetings of the Commonwealth, State and Territory officials for immigration and ethnic affairs were first established in August 1946. A recommendation to rename the committee was adopted at the meeting in March 1994.

Objectives, functions and activities

Meetings are held bi-annually. The first, on the day preceding the meeting of the Ministerial Council of Immigration and Multicultural Affairs, discusses the same agenda; and the second, usually held in October, follows up action outstanding from the Ministerial Council meeting held early in the year, and prepares issues for the next Council meeting. Meetings were held in November 1997 in Adelaide and in March 1998 in Melbourne.

The Secretariat invites (from the Commonwealth and State officials) items for the agenda of both the Meetings of Officials and Council of Ministers. The meeting is chaired by the Secretary of the Department and is attended by the heads of the State and

Territory authorities for ethnic and multicultural affairs, the Australian Local Government Association (ALGA), and the National Accreditation Authority for Translators and Interpreters (NAATI). The head of the New Zealand Immigration Service attends as an observer.

Funding and expenditure

The Department meets all administrative costs associated with the meetings, except venue costs, the costs of State and Territory representation and any host Government official function. Funding and secretariat services are administered by the Department's Ministerial and Communications Branch.

Membership

No sitting fees are paid to participants, who attend in their official capacities as government officials. Members are selected by participating governments. No maximum term of appointment has been set.

iii) Business Advisory Panel (BAP)

The Business Skills Assessment Panel was established by the Minister for Immigration, Local Government and Ethnic Affairs in October 1992. In May 1994, the Government renamed it the Business Skills Advisory Panel and it functioned until May 1996. In May 1996, the Minister for Immigration and Multicultural Affairs established the Business Advisory Panel on an ongoing basis.

Objectives and functions

The Government established the panel to examine departmental delivery of services relating to all forms of business entry with a view to:

- identifying the needs and expectations of business clients, taking into account the views expressed by business to, and the recommendations made by the Deveson, Roach and Lin Committees of Review;
- advising the Minister and the Department of Immigration and Multicultural Affairs (DIMA) on how those needs and expectations might best be met, taking into account the portfolio's aim to 'enhance the benefit to Australia from entry of people'.

Date of termination and review

The Government announced the establishment of the BAP in May 1997. No termination date was decided. Operations of the BAP were reviewed at the end of 1997-98.

Activities, funding and expenditures

The BAP operates through a number of working parties conducting reviews, evaluations and assessments of Department programs and activities. The current working parties are:

- i. Business Centres – Provide input into identifying the needs of business in establishing Business Centres in certain Department of Immigration and Multicultural Affairs (DIMA) Regional Offices;
- ii. Case advice – Provide case advice for both temporary and permanent entry subclasses;
- iii. Temporary Entry – Evaluate temporary entry reforms introduced following the review of Temporary Business Entry;
- iv. Permanent Entry: Employer Nomination Scheme – Review the Regional Sponsored Migration Scheme (RSMS);
- v. Permanent Entry: Business Skills Class – Oversee the portfolio evaluation of Business Skills Class (BSC) against the class's stated objectives;
- vi. Permanent Entry: Business Skills Class – Review the Established Business in Australia (EBA) business migration category (including the Independent Executive temporary entry feeder stream);
- vii. Permanent Entry: Business Skills Class – Review the concept of designated investments in visa subclasses 131 and 844 (Investment-linked) in the Business Skills Class.

The BAP as a whole operates on an honorary basis (no sitting fees, cost of travel reimbursed). The working parties are remunerated at standard rates (\$502 for Chair's involvement in a working party; \$380 for members').

A number of working parties were active in 1997-98.

Membership, method of appointment and term of appointment

Chair:

Mr Neville Roach Chairman and Chief Executive Officer, Fujitsu Limited

Members:

Ms Jenny Fletcher	Banking Consultant
Dr Deborah Kuchler	Project Development Manager, Queensland Manufacturing Institute
Mr Mark Paterson	Chief Executive Officer, Australian Chamber of Commerce and Industry
Ms Pauline Mathewson	Partner, Coopers & Lybrand
Mr Peter McLaughlin	Partner, World Competitive Practices
Mr Maurice Newman	Chairman, Australia – Taiwan Business Council
Mr Jim Petrich	Northern Perspectives Pty Ltd

Mr Francis Wong
Mr Bob Herbert

MD, Encounter Australia Pty Ltd
Chief Executive, Australian Industry Group

These appointees have significant management responsibilities in the major industry sectors constituting DIMA's business clientele. Appointments were made by the Minister, after approval by the Prime Minister.

Remuneration paid to members

Remuneration payments made in 1997-98 amounted to \$55,000.

iv) National Multicultural Advisory Council (NMAC)

The National Multicultural Advisory Council was established by the Government in 1994. All appointments were for a three-year period.

In June 1997, the Minister for Immigration and Multicultural Affairs announced a 'new look' council with new membership terms of reference.

Objectives and functions

The Council's terms of reference require it to advise the Minister on policies for further enhancing Australia's unique culturally and linguistically diverse society. The Council is to:

- 1) develop a report to the Minister which recommends on a policy and implementation framework for the next decade, that is aimed at ensuring that cultural diversity is a unifying force for Australia. The report should:
 - a) articulate the guiding principles and unifying values that underpin the policy; and
 - b) identify elements of a policy framework and implementation strategy (including any impediments in the current policy framework and nomenclature) which will contribute to broad community support for, and understanding of, these principles and values; and enhancing national unity through acceptance by Australians of both the diversity and the common structures of Australia;
- 2) consider and provide advice to the Minister on the policy implications of Australia's linguistic and cultural diversity in significant forthcoming events including the Centenary of Federation and the Sydney 2000 Olympic Games; and .
- 3) provide advice and report on other specific matters referred to it by the Minister.

Date of termination and review

The Government announced the Council on 30 June 1997. Appointments are for a three-year period.

Membership, method of appointment and term of appointment

Council members are:

Chair:

Mr Neville Roach

Members:

Mr Randolph Alwis
Mr Iftikhar Aziz Chaudhry
Bishop David Cremin
Mr Melville Fialho
Mr Angelo Hatsatouris OAM
Dr Chandran Kukathas
Ms Peggy Lau-Flux
Mr Alister Maitland
Professor Bruce McKern
Dr Colin Rubenstein
Ms Evelyn Scott
Dr My-Van Tran OAM
Ms Agnes Whiten
Dr Peter Wong AM
Emeritus Professor Jersy Zubrzycki AO CBE

There are no ex-officio members.

Remuneration paid to members

No sitting fees are paid.

v) Refugee Resettlement Advisory Council

The Refugee Resettlement Advisory Council was established by the Minister for Immigration and Multicultural Affairs on 4 April 1997.

Objectives and functions

The Government established the Council to:

- advise the Minister for Immigration and Multicultural Affairs on matters relating to the settlement of refugees, Humanitarian Program entrants and migrants. In particular:
 - ▲ the appropriateness and adequacy of Commonwealth services, especially for refugees and Humanitarian Program entrants;

- ▲ priorities for attention within the National Integrated Settlement Strategy (NISS), with particular emphasis on improving coordination of service delivery for refugees and Humanitarian Program entrants;
- receive community feedback on implementation of Council recommendations and evaluate the effectiveness of such action.

In addressing these issues, the Council will:

- develop a work plan, agreed with the Minister, identifying priority issues to be addressed in the next twelve months, having regard to priorities identified elsewhere in the NISS framework and to the work of the National Multicultural Advisory Council (NMAC);
- contribute advice on the basis of personal expertise as individuals with either past or current involvement in the area of settlement of migrants, refugees and Humanitarian Program entrants.

Date of termination and review:

February 2000.

Membership, method of appointment and term of appointment

The members appointed by Cabinet for three years (from March 1997 to February 2000) are:

Chair:

Major-General Warren Glenny AO RFD ED (Rtd)

Members:

Dr Mohammed Taha Alsalami
Mr Paris Aristotle
Mrs Ellen Goodman
Mrs Carmel Guerra
Mr Kevin Liston
Ms Katherine Nguyen
Ms Margaret Piper
Mr Gerald Searle

Remuneration paid to members:

None.

vi) Migration Agents Registration Board (MARB)

The Migration Agents Registration Scheme (MARS) was established in September 1992, in response to community concerns about incompetent advice and unscrupulous practice by some individuals in the migration industry. The Migration Agents Registration Board (MARB) was made responsible for overseeing the MARS.

The Scheme was reviewed in 1996-97 taking into account the Commonwealth's commitments under the National Competition Guidelines. In March 1997, the Government considered the findings of the review and decided to move the migration advice industry to full self-regulation through a period of statutory self-regulation

The new migration agents registration arrangements commenced on 21 March 1998 and will continue until 20 March 2000. On 23 March 1998, the Minister signed an instrument, pursuant to section 315 of the *Migration Act 1958*, appointing the Migration Institute of Australia (MIA) as the Migration Agents Registration Authority (MARA).

Objectives and function

The MARB was responsible for

- the registration applications referred to it by the Secretary of the Department;
- monitoring and investigating the conduct of registered agents; and
- where appropriate, taking disciplinary action against registered agents.

Date of termination and review

The Migration Agents Registration Board ceased on 20 March 1998.

Membership

Ms Pam O'Neil (Chair as delegate of the Secretary of the Department)

Mr Steve Karas (a member of the Immigration Review Tribunal)

Mr Kevin Power (a lawyer)

Ms Tara Simpson (a migration agent)

Ms Angela Chan (a representative of ethnic communities)

Remuneration paid to members

Sitting fees were paid to members who were not otherwise employed within the portfolio.

1c Government Companies and Incorporated Associations

National Accreditation Authority for Translators and Interpreters Ltd. (NAATI)

NAATI is a company limited by guarantee and the Department of Immigration and Multicultural Affairs (DIMA) is a shareholder. NAATI has its own Board of Directors, appointed by the Minister for Immigration and Multicultural Affairs. DIMA staff are not on the Board and DIMA has no control or significant influence over NAATI.

For these reasons NAATI is not included in the supplementary papers as a company.

Part 2 Social Justice and Equity

- 2A EEO in appointments;
- 2B Social Justice – covered in Annual Report;
- 2C Access and Equity; and
- 2D Equal Employment Opportunity

2a EEO in appointments

The total number of positions filled as at 30 June 1998 was 2 842. Of this number, staff filling positions by EEO target groups was:

Women	NESB1	NESB2	PWD	ATSI
1 545	446	401	155	33

The number of appointments made during the year was 60. Of this number, appointments belonging to each EEO target group was:

Women	NESB1	NESB2	PWD	ATSI
13	2	0	0	1

EEO Data for the period to June 1998

i) Women

The number of women in the Department is **54.4** per cent of total staff. The percentage of female staff in Executive 1 and 2 positions is 37.7 per cent, which represents an increase of 6.1 per cent since the last report. This exceeds both the APS year 2000 indicator of 28 per cent and the DIMA EEO Program indicator of 33 per cent. The percentage of female staff in SES positions is 27.3 per cent. However, this figure continues to exceed both the APS 2000 indicator of 20 per cent and the DIMA EEO Program indicator of 25 per cent.

ii) Aboriginal people and Torres Strait Islanders

The number of indigenous employees is **1.2** per cent of total staff. This is below the DIMA EEO Program Indicator of 1.5 per cent and the APS 2000 indicator of 2 per cent.

iii) People with a disability

The number of employees with disabilities is **5.5** per cent of total staff. DIMA continues to exceed the APS 2000 indicator of 5 per cent and the DIMA EEO Program indicator of 4 per cent.

iv) People from Non English Speaking Backgrounds (categories 1 & 2)

The number of employees from Non-English Speaking Backgrounds is **29.8** per cent of total staff. This figure far exceeds the APS 2000 indicator of 15 per cent and is now very close to achieving the DIMA EEO Program indicator of 30 per cent.

Attachment 1 - EEO appointments by Portfolio body

Year to 30 June 1998

Body	Total positions Filled as at 30 June	Number from EEO Target Groups	Number of appointments made during year	Number of appointments from EEO Target Groups
Board of Directors of the National Accreditation Authority for Translators and Interpreters Ltd	2	1	-	-
Business Advisory Panel	8	4	2	1
External Reference Group – review of the Points Test	5	3	4	3
Immigration Review Panel	2	1	2	1
Immigration Review Tribunal	30	21	-	-
Migration Agents Registration Board	5	3	-	1
National Multicultural Advisory Council	16	5	16	5
Refugee Resettlement Advisory Council	9	5	-	-
Refugee Review Tribunal	61	37	40	25
	138	80	64	36

Attachment 2 - EEO appointments – Departmental

Category	Type	Number of Appointments	% of Total Appointments
Disability	Unclassified	51	34.5
	No	94	63.5
	Yes	3	2.0
		148	100.00
Ethnicity	Unclassified	43	29.1
	Aboriginal	1	0.7
	Other	104	70.3
		148	100.00
Gender	Female	62	41.9
	Male	86	58.1
		148	100.00
NESB	Unclassified	45	30.4
	Category 1	23	15.5
	Category 2	15	10.1
	Other	65	43.9
		148	100.0

This report summarises the EEO position concerning Appointments to Commonwealth Bodies, and combines information reported by the Portfolio.

2b Social Justice

See DIMA's 1997-98 Annual Report page 11

2c Access and equity

The *Charter of Public Service in a Culturally Diverse Society* was formally launched nationwide by the Minister in July 1998 and is provided in an electronic copy on the Internet at www.immi.gov.au

The 1998 Annual Access and Equity Reporting *Responding to Diversity: Progress in implementing the Charter of Public Service in a Culturally Diverse Society* is currently being compiled. It is proposed that the Report be placed on the Internet in due course, after the report has been tabled in Parliament (anticipated in early December).

2d Workplace diversity and EEO

Overview

1998 saw the requirement by the Government, through its public sector reform initiatives, for all Government agencies to develop and implement their own agency-specific Workplace Diversity Programs. DIMA's Program was endorsed by the Executive on 17 August 1998 and was launched by the Secretary on 28 September 1998. Launches attended by the Secretary (or his representative) were held in all State and Regional Offices, highlighting the Department's commitment to the success of the Program.

Workplace diversity encompasses EEO but goes beyond the concept of rectifying disadvantage. It focuses on the positive contribution that all staff can make to organisational effectiveness. Workplace diversity continues to uphold the EEO principles of fairness and of merit. It encourages a workplace free of discrimination and harassment. It seeks to ensure that staff are not disadvantaged by their gender, ethnic or cultural background, or because they have a disability or for any other irrelevant matters. Workplace diversity focuses on business imperatives as well as social justice issues.

DIMA's Workplace diversity objectives and strategies have been linked to the Access and Equity Plan, the Client Service Charter, the Workplace Behaviour Strategy and the provisions of our Certified Agreement.

Over the years, DIMA has achieved and surpassed the APS EEO targets for three of the groups (women, people with disabilities and people from Non-English speaking backgrounds). The Department has refined strategies to reach the DIMA target of 1.5 per cent of total staff for indigenous people.

Staff with disabilities

DIMA currently has 5.5 per cent of its staff with disabilities, which exceeds the APS year 2 000 performance indicator.

Work to meet the needs of people with disabilities is continuing. These include:

- continuing to encourage staff and others in Queensland to use Telephone Typewriter (TTY) facilities and the Australian Communication Exchange to contact the three deaf staff members. Auslan interpreters are provided for all training sessions, both internal and external, as well as for section meetings;
- providing a disabled car space for easy access to parking for an officer under Comcare supervision in ACTRO. A new ASO 3 staff member with severe visual disabilities in NSW has been successfully placed. The Royal Blind Society was brought in to advise on aids. The staff member was provided with a closed circuit television print magnifier (CCTV) and a large computer monitor; and
- providing two blind staff members in NSW with the Job Access for Windows System (JAWS) and associated hardware to enable them to use the DIMA IT systems. They have also been provided with training through the Royal Blind Society.

Workplace behaviour

Support for the important role of Harassment Contact Officers (HCOs) has continued throughout the Department, with training provided to eight in Central Office/ACTRO and four in Victoria with two Victorian HCOs attended refresher training. The Assistant Secretary Personnel now attends these meetings thereby providing strategic advice and support directly to the Network.

This role was strengthened by the launch of DIMA's Workplace Behaviour Strategy in August 1997 which sets out useful information on behaviour standards and harassment issues in the workplace.

Numerous training sessions on equity and diversity and workplace behaviour were conducted over 1997-98, with particular emphasis on appropriate behaviour for staff selected for overseas postings.

Flexible working arrangements

Through Certified Agreement 1998-2000 initiatives and strategies contained in the Workplace Diversity Program, DIMA has introduced an expanded framework of flexible working arrangements which allows our staff to better balance their professional and personal lives.

Part 3 Staffing matters

- a Performance Pay
- b Training
- c Interchange Program

3a Performance pay

Performance appraisal against performance agreements was completed for 38 SES officers and officers acting in the SES, and performance bonuses paid.

In the Department (excluding the Tribunals), the maximum bonuses payable were between 10 per cent and 15 per cent of the SES officer's salary as at 30 June 1997.

Performance bonus amounts paid, by levels, were:

SES Band 1	\$40 064
SES Band 2 &3	\$40 155

3b Training

The Department of Immigration and Multicultural Affairs/Immigration Review Tribunal Certified Agreement was overwhelmingly endorsed in an all staff vote in June 1998 and provides the platform for the continuing enhancement of staff development and training activities in the Department.

Training activities for the year included both program specific and targeted skills based training ranging from on-the-job training, short self paced learning modules to training programs and courses of several days duration. These included, for example, courses on lawful decision making, client services, effective writing skills and Information Technology training and policy development programs. Program areas delivered substantial amounts of training for their own staff to meet core training and developmental needs for staff identified in their learning agreements.

A strong training network exists between offices and while the various offices in Australia and overseas manage their own training and developmental programs both through in house and external programs, training materials and resources are shared among offices.

The Staff Development Section in Central Office delivers or manages core departmental training such as the Overseas Training Course, Induction courses, training of new graduates and a range of targeted developmental programs.

Three Overseas Training Courses were conducted in 1997-98 for officers proceeding to overseas postings. Three Locally Engaged Staff from overseas posts attended one of these courses.

20 new graduates joined the Department in Central Office and three joined the Melbourne Office. A comprehensive training and orientation program was implemented that led to accreditation at the Public Administration Certificate Level 3.

In 1997-98 an average of 53 students in Central Office received \$55,680 in financial support through the Studies Assistance program over two semesters.

3c Interchange Program

- 1) One DIMA officer is on an international exchange assignment with Citizenship and Immigration, Canada. The period of the exchange is from February 1997 until February 1999. The male officer is located in Ottawa, Canada.
- 2) Citizenship and Immigration, Canada, have one male officer on international exchange with DIMA. The period of the assignment is from February 1998 until February 2000. The officer is located in Canberra

Part 4 Financial matters

- a) Claims and losses
- b) Purchasing
- c) Information Technology Purchasing Arrangement
- d) Payment of Account
- e) Consultancy Services
- f) Capital Works Management

4a Claims and losses

i) **Claims or losses that individually resulted in net costs to the Commonwealth of \$50 000 or more.**

The Department settled a claim for damages, amounting to \$467 498 for unlawful detention brought by seven Korean nationals who were originally detained in connection with alleged immigration malpractice.

The Department incurred a loss of public money in its New South Wales office amounting to \$213 719.

A number of internal control measures have been implemented across the Department to ensure the proper custody and security of public money, improve risk management and reduce the possibility of losses occurring.

ii) **Aggregate costs, together with the number of incidents, for claims and losses falling into the categories (\$10 000 - \$20 000) and (\$20 000 - \$50 000):**

None

4b Purchasing

Purchases of not less than \$2 000, which were not advertised.

In 1997-98, revised processes were implemented for the gazettal purchases not less than \$2 000. The Commonwealth agencies used a new system (Transigo) to up-load information for inclusion in the purchasing gazette. There were some agency-wide teething problems in up-loading the information. This, combined with the need to revise internal procedures, delayed the take up of the 1997-98 purchasing transactions. The majority of these were not published until early July 1998.

From 1 July 1998, the Department implemented its new Financial Management and Information System - SAP. SAP provides for batch generated electronic gazettal data which significantly automates the collection and transmission of purchasing process. This enhanced functionality allows the Department to comply with the gazetting requirements.

4c Information Technology Purchasing Arrangements

The Department's Information technology (IT) acquisitions continue to adhere to Government purchasing policy. The Department pursued best value in IT purchasing consistent with the Audit Act and its replacement, *the Financial Management and Accountability Act 1997* and the Whole of Government Common Use contract arrangements.

From 1 July 1998, the Department's onshore IT will be outsourced. The service provider will deliver IT services, which includes the provision of both hardware and software.

4d Payment of accounts

During 1997-98, the Department received 46 943 accounts. The time taken to pay the accounts is shown below.

Time taken relative to due date	Number	Per cent
Prior	19 750	42
On the due date	13 718	29
Within 30days	11 872	25
More than 30 days after	1 483	3
Unpaid at end of year	120	0
Totals	46 943	100

4e Supplementary Information on Consultancy Services

The Department has a policy on the engagement of consultants which is consistent with best practice guidelines. The majority of the consultancies were chosen for their particular knowledge and expertise on the subject matter of the consultancy and the value for money represented by their bids.

DCR Ref	Organisation	Purpose	Justification
23	Business Synetics Pty Ltd	To provide high level strategic advice on the ICSE project and the Strategic Partnership	Relevant expertise - no comparable in-house expertise available
24	Calendo Investments Pty Ltd	To provide high level strategic advice on the Translator and Interpreter Service (TIS)	High level and specific expertise in TIS
137	Andrew Struik	To undertake an independent review and analysis of the Resource Allocation Model -RAM	Relevant and specific expertise
190	David Sadleir	Review of Entry	High level and specialist expertise
191	MBS Consulting Pty Ltd	Development of work level standards	Value for money choice from a number of organisations
195	Refugee Council of Australia	Review of Core Funding for 1997/8	Special subject matter expertise
200	Elizabeth Murphy and Associates	Revision of text for DIMA's National IVRU Script	Acknowledged plain English text authority

Each consultancy is in a category of its own as outlined in the purpose of the consultancy.

4f Capital works management

No work above \$6m was carried out in 1997-98.

Part 5 Internal and external scrutiny

- a) Fraud control
- b) Report by the auditor general
- c) Inquiries by parliamentary committees
- d) Comments by the ombudsman
- e) Decision of courts and tribunals

5a Fraud Control

In January 1998 a Fraud Prevention Unit was established within the DIMA Internal Investigations Section (IIS) with responsibility for developing a Fraud Control Plan. Risk assessments have been conducted throughout Central Office. They have also been conducted at The Rocks and Sydney Airport in NSW and at all other State-Territory Offices. Risk assessments will be conducted at the remaining NSW offices and overseas posts in 1999.

All allegations of criminal conduct by DIMA officers are investigated by the Internal Investigations Section of DIMA in Canberra. Allegations of fraud against departmental programs are referred to and investigated by Investigations Sections in the relevant State-Territory offices. Investigations Sections are located in State Headquarters Melbourne, Brisbane and Perth and in Bankstown Office and work to agreed national fraud priorities, with an emphasis on organised fraud. These Sections are responsible for producing necessary evidence to support prosecution, administrative or other suitable outcomes, and, where appropriate, undertake recovery action. Referrals to the Australian Federal Police (AFP) and Director of Public Prosecutions (DPP) are made in accordance with the *Fraud Control Policy of the Commonwealth*. Matters involving multi-jurisdiction crime are referred to the National Crime Authority.

In 1997-98, 1700 DIMA staff in Australia and 280 locally engaged staff at Australian overseas missions participated in training designed to enhance their understanding of the conduct expected of departmental officers and were given advice on how best to perform their duties in accordance with DIMA's *Code of Conduct (AC209)*.

The majority of cases investigated by Internal Investigations were found to be unsubstantiated or disproved. One case was referred to AFP by the Internal Investigations Section. Five officers were counselled about their actions. Five matters were referred to the DPP for criminal prosecution. One Australian officer was dismissed and five locally engaged staff were dismissed, whilst four officers resigned while under investigation.

No monies were recovered through administrative or judicial action.

5b Reports by the Australian National Audit Office (ANAO)

A number of reports of operational or policy significance to the Department were released by ANAO in 1997-98. There were two reports of particular significance.

- In Audit Report No. 7 1997-98, "Immigration Compliance Function Follow-up Audit", tabled 22 October 1997, the ANAO found that satisfactory action or considerable progress had occurred against 14 recommendations, two recommendations were still to be adequately implemented, and one had been rejected after fuller consideration.
- In Audit Report No. 32 1997-98, "The Management of Boat People", tabled 18 February 1998, the ANAO made 14 recommendations, 13 of which were relevant to DIMA. Most recommendations were directed at enhancing the management of risk in this complex and sensitive area of public administration. Other recommendations were oriented towards ensuring a clearer basis for agencies to provide services to

DIMA through improved use of Memoranda of Understanding. DIMA agreed with 11 of the recommendations, including two with qualifications, and disagreed with two.

The Department was also included in a number of general performance and financial audits undertaken by the ANAO:

- Audit Report No. 3 1997-98: Program Evaluation in the Australian Public Service;
- Audit Report No. 9 1997-98: Management of Telecommunications Services in Selected Agencies
- Audit Report No. 14 1997-98: Official Travel by Public Sector Employees
- Audit Report No. 15 1997-98: Internet Security Management
- Audit Report No. 21 1997-98: Protective Security
- Audit Report No. 22 1997-98: Audits of the Financial Statements of Commonwealth Entities for 1996-97 – Summary of Results and Outcomes
- Audit Report No. 27 1997-98: Managing the Year 2000 Problem
- Audit Report No. 29 1997-98: Management of Accounts Receivable.

5c Inquiries by Parliamentary Committees

List of Parliamentary Committee Inquiries concluded during 1997-98 examining departmental operations or of significant relevance to departmental operations

	Title of Parliamentary Committee Inquiry	Summary of Significant Comments/ Recommendations directly affecting DIMA	Action taken by DIMA in Response to Recommendations of the Inquiry	Reasons for Non-Acceptance by the Government
1	Joint Standing Committee on Migration inquiry into criminal deportation	<p>The JSCM concluded, overall, that the existing deportation scheme was adequate although a number of specific weaknesses were identified. These included a need to:</p> <ul style="list-style-type: none"> • improve cooperation with the State and Territory governments, particularly to identify all potential deportees; • improve the current merit review arrangements; and • revise the existing legislative framework.. <p>21 recommendations were made on specific issues to strengthen what is otherwise seen as an effective system.</p>	Consideration is currently being given to the conclusions and recommendations of the JSCM inquiry, which tabled its final report on 29 June 1998.	
2	Joint Standing Committee on Migration inquiry into working holiday visas	<p>There were 41 recommendations of which the most significant were:</p> <ul style="list-style-type: none"> • To maintain a limit on the number of working holiday makers allowed into Australia for the next three years, so that appropriate judgments can be made about their impact on the labour market; • More agreements with other countries in order to diversify the program; • Easier access to the working holiday program for applicants who are 26 to 30 years old; • The removal of unnecessary restrictions on people applying for working holiday visas; • Better promotion of overseas working holiday opportunities 	No action will be taken by DIMA until after the Government's response has been tabled. Further consultations regarding the response are required before tabling following the re-election of the Coalition Government.	

	Title of Parliamentary Committee Inquiry	Summary of Significant Comments/ Recommendations directly affecting DIMA	Action taken by DIMA in Response to Recommendations of the Inquiry	Reasons for Non-Acceptance by the Government
		<p>for young Australians;</p> <ul style="list-style-type: none"> • Enhanced investigatory powers for the Department of Immigration and Multicultural Affairs (DIMA) and more rigorous compliance activity against tourists working illegally; and • Significant financial penalties on employers where, following appropriate warnings, they employ working holiday makers beyond the permissible time limit or employ backpackers without work rights. 		
3	Senate Legal and Constitutional Legislation Committee inquiry into the operation of the special benefit provisions relating to the newly arrived residents waiting period	<p>The inquiry</p> <ul style="list-style-type: none"> • Concluded that there was no need to vary the provisions relating to access to Special Benefit; • Noted the importance of providing accurate and timely information to intending and prospective migrants, especially those in less developed areas; in countries where restrictions exist on taking out capital or accessing funds from overseas; and countries where residency or citizenship difficulties may affect people planning to migrate; • Noted that factors of this nature might require special consideration in the migration program. 	<p>Measures had already been instituted by DIMA at the time of the Inquiry to improve the provision of information about the cost of living in Australia and about the two year waiting period for social security benefits (including access to Special Benefit) which DIMA provides on behalf of the Department of Family and Community Services (formerly Social Security).</p> <p>Specific measures undertaken at the time and subsequently include:</p> <ul style="list-style-type: none"> • Inclusion of information in information forms provided to intending applicants (such as <i>Migrating to Australia</i> and forms associated with particular visa categories); • Inclusion of information in forms provided to people intending to sponsor applicants; 	

	Title of Parliamentary Committee Inquiry	Summary of Significant Comments/ Recommendations directly affecting DIMA	Action taken by DIMA in Response to Recommendations of the Inquiry	Reasons for Non-Acceptance by the Government
			<ul style="list-style-type: none"> • Introduction of a new form 'Supporting yourself in Australia' containing information on the cost of living in Australia, the labour market, and social security payments in Australia; • Introduction of a new acknowledgment form for Independent and Skilled-Australian Linked migrants, requiring them to acknowledge that they know about the two year waiting period for social security payments; • Clarification of information provided in letters advising applicants that they had been granted a visa; and • Improvements to the settlement information form provided to visaed migrants. <p>The Department has also commenced work on improvements to its Internet site, which will provide better linkages to information about the policies and programs of other agencies.</p> <p>Further, as part of the review of the general points test, further options are being investigated for informing prospective migrants about the two year waiting period and the cost of living in Australia.</p>	

	Title of Parliamentary Committee Inquiry	Summary of Significant Comments/ Recommendations directly affecting DIMA	Action taken by DIMA in Response to Recommendations of the Inquiry	Reasons for Non-Acceptance by the Government
4	House of Representatives Standing Committee on Legal and Constitutional Affairs inquiry into aspects of Section 44 of the Constitution	<p>10 recommendations were made to remedy the problems caused by section 44. The key issues for this portfolio were:</p> <ul style="list-style-type: none"> • Consultation in the development of further proposals; • Recommendation 9, concerning other countries' procedures for renunciation of citizenship; and • Recommendation 10, concerning information on new citizens. <p>At recommendation 9 the Committee recommended that "the Department of Foreign Affairs and Trade establish and maintain a database on the renunciation of citizenship procedures for the top ten countries from which most immigrants originate and that information be provided by the Australian Electoral Commission (AEC) to intending candidates on the basis of this database".</p> <p>The Committee recommended that "when the Department of Immigration and Multicultural Affairs provides information to persons taking up Australian citizenship, it draws attention to the need to comply with subsection 44(1) in the event that the person wishes to stand for election to the Commonwealth parliament".</p>	<p>The Department requested that the Attorney-General, in formulating specific constitutional and legislative proposals to overcome shortcomings relating to s44(i) of the Constitution, consult with the Minister for Immigration and Multicultural Affairs as there are citizenship implications.</p> <p>This Department has taken responsibility for the establishment and maintenance of such data because it already monitors citizenship developments in other countries. The first database was provided to the AEC in February 1998.</p> <p>The Department made changes in accordance with this recommendation so that from early 1998 persons granted Australian citizenship are being informed about the requirements of s44(i) of the Constitution. Information is provided in the booklet <i>What it means to be an Australian Citizen</i> which is given to prospective citizens at interview.</p>	

	Title of Parliamentary Committee Inquiry	Summary of Significant Comments/ Recommendations directly affecting DIMA	Action taken by DIMA in Response to Recommendations of the Inquiry	Reasons for Non-Acceptance by the Government
5	Joint Standing Committee on Foreign Affairs, Defence and Trade inquiry into Australia's relationship with India	<p>There were 2 relevant recommendations:</p> <p>18. The Department of Immigration and Multicultural Affairs (DIMA) examine ways to provide timely visa issue to Indian nationals seeking to travel to Australia for business</p>	<ul style="list-style-type: none"> • Significant initiatives introduced in recent years to streamline entry arrangements for all international business visitors provide timely visa issue to bona fide applicants (in India, visas are issued within a few days). • The 1998/99 Budget provided additional funding to significantly enhance DIMA's client service operations in India, specifically, additional Australian and local staff for the New Delhi office and the establishment of a DIMA office in Mumbai to be staffed by Australian and locally recruited staff in 1999. 	
5 cont		<p>19. The Department of Immigration and Multicultural Affairs and Employment, Education, Training and Youth Affairs further examine the links between business and educational entry to Australia.</p>	<ul style="list-style-type: none"> • The Australian Government has recently finalised a Review of the Student Visa Program. A range of measures has been announced that will promote sustainable growth in Australia's education export market, while at the same time enhancing the integrity of our immigration screening and monitoring procedures. • Whilst it is recognised that there is a growing market in India of students who are able to afford a quality education in Australia, 	

	Title of Parliamentary Committee Inquiry	Summary of Significant Comments/ Recommendations directly affecting DIMA	Action taken by DIMA in Response to Recommendations of the Inquiry	Reasons for Non-Acceptance by the Government
		<p>A concern mentioned in Chapter 5.62 of the Report, which was raised by the National Centre for South Asian Studies (NCSAS), relates to the alleged reluctance of Australia to contemplate students staying on to complete work experience, for three or six months, as is permitted in the USA.</p>	<p>care has to be taken to ensure applicants for student visas from India are genuine. The caseload is characterised by a significant proportion of applicants who seek to circumvent Australia's immigration laws, which includes the use of fraudulent documentation.</p> <p>In reality, most visas granted to students undertaking courses of at least one academic year's duration are valid until 15 March of the year following the end of the course. Effectively, this means that students enjoy a period from 3-5 months after the end of their course, free of studies. As students generally have unrestricted work rights whilst their institution is out of session, they may use this period to complete work experience. Students also enjoy unrestricted work rights in other vacation breaks. They may also work up to 20 hours per week whilst the institution is in session, unless the work relates to the course of study, in which case the 20 hour restriction does not apply. Further, student visa holders who are required to gain practical employment experience after graduation (to obtain registration in a profession in which registration is a prerequisite for the practice of the profession</p>	

	Title of Parliamentary Committee Inquiry	Summary of Significant Comments/ Recommendations directly affecting DIMA	Action taken by DIMA in Response to Recommendations of the Inquiry	Reasons for Non-Acceptance by the Government
			in India), may be granted a further student visa to undertake this practical work placement.	
6	Senate Legal and Constitutional Legislation Committee inquiry into Administrative Decisions (Effect of International Instruments) Bill 1997	The Committee's Majority Report recommended that the Senate pass the Bill without amendment. The Committee's Minority report by its Labor members recommended an amendment to the Bill, apparently opposing its key purpose. The Minority Report of the Committee" Democrat member recommended that the Bill be withdrawn or the main human rights treaties be exempted from its operation.		
7	Senate Legal and Constitutional References Committee inquiry into sexuality discrimination	The Committee recommended, in summary, that same-sex partners should be included as members of the family unit.	Consideration is currently being given to the Government's response to this recommendation.	

5d Comments by the Ombudsman

Reports to the Department under section 15 of the Ombudsman Act

There was one report :

"Administrative arrangements for Indonesian fishermen detained in Australian waters".

Reports under section 16, 17, or 19 of the Ombudsman Act referring to the Department

Nil

Comments/recommendations relating to the Department in each listed report

- legislative responsibility for detention of illegal fishermen be transferred from Migration legislation to legislation administered by the Australian Fisheries Management Authority (AFMA)
- Migration legislation be amended so that detained illegal fishermen are lawfully in Australia for the period of their detention.

- Indonesian fishermen who are not required for prosecution be immediately removed, in particular child crew members, except where immediate removal is inappropriate.
- AFMA officers and contractors be briefed or trained in the exercise of their lawful powers including those exercised under the Migration Act.

Departmental response to current or previous reports

- The Government has accepted the recommendations in the *Indonesian fishermen* report and is preparing the legislation necessary to implement them.
 - A joint media statement was issued on 20 August 1998 by the Minister for Immigration and Multicultural Affairs, Mr Ruddock, and the then Minister for Resources and Energy, Senator Parer, welcoming the report and outlining the action being taken to implement the recommendations
- There was no action taken in response to previous reports in the 1997-98 year

Amount of Act of Grace Payments

Nil

5e Decisions of Courts and Tribunals

Statistics in relation to court cases and the Administrative Appeals Tribunal (AAT) are to be found at page 97 of the 1997-98 Annual Report. It is evident from the statistics that of the 475 matters that were decided by the AAT or the courts in the 1997-98 financial year, 391 (or 82 per cent) were decided in the Ministers favour, leaving 84 cases (or 18 per cent) decided against the Minister.

The impact of those cases decided against the Minister was generally limited because each turned on its own facts and did not settle or espouse principles of broader application to the Department's operations. There were no significant High Court cases during the 1997-98 year and details of Full Federal Court cases which affected departmental operations follow:-

i) Eshetu

On 10 July 1997 the Full Federal Court set aside the Refugee Review Tribunal (RRT) decision that Mr Eshetu is not a refugee and remitted the matter to the Tribunal for reconsideration.

Mr Moges Eshetu, a national of Ethiopia, entered Australia as a visitor and then lodged an application for refugee status which was refused at the primary and review stages. He then filed an application for judicial review of the RRT's decision in the Federal Court which affirmed the RRT's decision.

When the matter originally came before the Federal Court (Hill J), it found that section 420 of the Migration Act 1958 (RRT to act in accordance with substantial justice) is a procedure contemplated by s 476(1)(a) of the Act (procedures required to be observed). The Court also found, however, that s 476(2) narrowed the operation of s 420 and that, even though the RRT decision "totally lacks logic" and was "so unreasonable that no reasonable Tribunal could reach it" it was unable to grant relief to Mr Eshetu because of the limited grounds of review provided under section 476.

On 10 July 1997, in the Full Federal Court, Justices Davies and Burchett (Whitlam J dissenting) contradicted Justice Hill's interpretation that section 476 limited the operation of section 420 in the way indicated by Hill J.

The Full Court's interpretation has opened the door to applicants to claim natural justice and unreasonableness grounds to attack RRT decisions via section 420 and, similarly IRT decisions via section 353 which is cast in similar terms to section 420.

Given the serious implications this decision has on the effective operation of Part 8 of the Act, the Minister sought and was granted special leave to appeal to the High Court which is to hear the matter in November 1998.

ii) Daher

On 5 August 1997 the Full Federal Court declared that the decision of the RRT in relation to Mr Toufic Daher was void insofar as it relied upon article 1F of the Refugees Convention and Protocol ("the Convention").

The RRT found that Mr Daher had a well founded fear of persecution but that the operation of Article 1F(a)(war crimes or crimes against humanity) or 1F(b) (serious non-political crime) excluded Mr Daher from the protection offered by the Convention.

Mr Daher then applied to the Administrative Appeals Tribunal (AAT) for review of the RRT decision. The AAT decided that in accordance with the provisions of section 500 of the *Migration Act 1958* ("the Act") it lacked jurisdiction to hear and determine the application.

Mr Daher applied to the Federal Court for judicial review of the AAT decision. In his judgment of 21 November 1996 North J held there was no right to a review by the AAT as would normally be the case when an Article 1F exclusion was found by the primary decision maker. North J found that this result flowed from the form of section 500 of the Act. Mr Daher lodged an appeal to the Full Federal Court .

On 5 August 1997 in the Full Federal Court, Justices Davies, Hill and Heerey unanimously allowed Mr Daher's appeal, declaring that the decision of the RRT was void *ab initio* insofar as it relied upon Article 1F of the Convention. The Full Court found that the question whether Mr Daher fell within the terms of Article 1F was not an issue which the RRT had jurisdiction to review, or to decide where first raised before the RRT and that therefore the RRT had exceeded its jurisdiction in this instance.

The Full Court found that it is an object of the Act that reviews of decisions taken under Article 1F of the Convention shall be conducted by the AAT. The Court also found that there was a notional split, dividing decisions refusing to grant a protection visa into two distinct parts, namely, those parts constituting a refusal in reliance on Articles 1F, 32 or 33(2) of the Convention and those relying on other parts of the Convention, particularly Article 1A(2). Hence, the Act generally (and in particular at section 500(1)(c)) should be interpreted so as to provide that decisions falling into the former category be subject to merits review by the AAT and the latter by the RRT.

The Full Court held that the proper course for the RRT to have taken, where it found that the primary decision maker was in error in refusing to find that Article 1A of the Convention was satisfied (that is in finding that Mr Daher did not have a well founded fear of persecution), was to remit the decision for reconsideration in accordance with the direction that Mr Daher must be taken to have satisfied Article 1A of the Convention. The Full Court found that this would then have enabled the primary decision maker to consider the other issue, namely whether Mr Daher was disqualified from protection by reason of the operation of Article 1F. In accordance with this process, if the primary decision maker was then to so decide upon Article 1F exclusion, an application for review could be lodged with the AAT.

This decision may have significant practical implications for the handling of particular refugee applicants at both the primary and merits review stage in the RRT. If an Article 1F matter arises before the RRT, it is not to deal with it but rather remit to the primary decision maker after which a review right may lie to the AAT. Counsel advised the Minister that there was little prospect of obtaining special leave to appeal to the High Court in this case.

iii) Thiyagarajah

On 4 March 1998, while setting aside and remitting for reconsideration Mr Thiyagarajah's RRT decision for other reasons, the Full Federal Court held that a person who had been granted refugee status in France had effective "prior protection" and was not a person to whom Australia owed protection obligations.

Mr Thiyagarajah left Sri Lanka in 1985 and went to France, where he was granted refugee status in 1988, and residence for 10 years (automatically renewable), and was eligible to apply for French citizenship. The RRT therefore found that Article 1E of the Convention applied to Mr Thiyagarajah, and his wife and child.

Mr Thiyagarajah applied to the Federal Court for review of the Tribunal's decision. On 3 March 1997 Emmett J set the Tribunal decision aside and remitted the matter to the Tribunal for reconsideration. In interpreting Article 1E, Emmett J held that although formal citizenship is not necessary for Article 1E to apply, and a person need not be treated in all respects the same as a citizen, only "quasi nationality status" is sufficient. Emmett J found that as the employment disabilities in this case were significant, ie not "negligible", Article 1E did not apply.

The Minister appealed to the Full Federal Court which accepted that if "protection obligations" are not owed, then it is unnecessary to consider Article 1E, given that it is merely part of the definition of a "refugee". The Full Court concluded that subject to consideration of Article 33, Australia did not owe protection obligations to Mr Thiyagarajah as he had been recognised as a refugee in France and had been accorded the rights and obligations of a refugee under the Convention in France.

As there was no real chance that Mr Thiyagarajah would suffer persecution in France, Australia was entitled as a Contracting State to deport him to France without considering the substantive merits of his claims to be a refugee.

This case and a line of cases that has followed it into the 1998-99 financial year has significantly clarified the decision making process at both the primary and review stages where persons who have already been recognised as refugees and provided with protection in third countries seek to engage Australia's protection obligations.

Part 6 Privacy

There was no reports served on the Department by the Commissioner in 1997-98.

Part 7 Environmental matters

Australian Heritage Commission Act 1975 – Section 30(1) action

The Department did not take any property action that might affect a place in the Register.

Environment Protection (Impact of Proposals) Act 1974 – Section 6 action

The Department did not take any action that might give effect to or take account of the outcomes of, procedures approved under section 6 of the Act.

General requirements

The Department reported to DPIE, its average energy consumption for FY97/98 of 16 492MJ/person, for the first time against a whole of government energy intensity target of 10 000MJ/person. This energy usage covers twenty general purpose office facilities, and facilities at eight airports across Australia.

The Department is expected to perform at or better than the target energy intensities in the 2003-04 financial year. To this end, DIMA contracted AGL Energy Sales and Marketing Ltd to undertake a review of DIMA's energy and environmental management practices in its Central Office and ACT Regional Office operations.

The recommendations from this Energy and Environmental Review by AGL should identify savings in energy costs, greater improvement in DIMA's environmental performance, including the implementation of waste minimisation in its operations, and the meeting of energy intensity targets.

The final report is expected in December and will form the basis of DIMA's Environmental Management Plan, and ensure compliance with the National Waste Minimisation and Recycling Strategy, and the National Cleaner Production Program initiatives.

Part 8 Other matters

- a) Property Usage
- b) Business Regulation
- c) Discretionary Grants

8a Property Usage

Office Space used in 1997-98, as at June 1998

Program	m² office space	Staff numbers	m² per occupant	Rental charges \$/m²
1.1 Research & Statistics	644	24	26.83	222.41
1.2 Migration	5352	200	26.76	323.37
1.3 Business & Temporary Entry	3800	137	27.74	292.89
1.4 Migration Support & Services	9188	420	21.88	255.90
2.1 Investigation and Compliance	6162	250	24.65	288.58
2.2 Detention	394	15	26.27	218.91
2.3 Unauthorised Arrivals	383	15	25.53	296.89
2.4 Border Control	4329	182	23.78	249.28
3.1 Humanitarian	551	25	22.04	221.21
3.2 Onshore Protection	4321	187	23.11	273.82
3.3 Humanitarian Settlement	507	21	24.14	223.56
3.4 Migrants Agents & Assistance	279	12	23.28	307.21
4.1 Multicultural Affairs	1001	44	22.75	240.08
4.2 Citizenship	1 897	101	18.78	272.85
4.3 Settlement and Language Services	5 949	281	21.17	283.29
5.1 Legal Services & Litigation	1 129	54	20.91	215.17
5.2 Visa Framework	503	23	21.87	235.43
5.3 Review	1 106	49	22.57	223.80
6.1 Ministerial and Executive Services	1 481	58	25.53	233.39
6.2 Resources	9 266	414	22.38	233.39
6.3 IT	3 591	175	20.52	265.56

Totals	61 833	2 687		
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8b Business regulation

There were no significant changes to business regulations falling under the Department's responsibility in 1997-98.

8c Discretionary Grants

See related files on Community Settlement Services Scheme project awards (including IHSS funding), worker awards (supplemented by IHSS funding), and Migrant Resource Centre grants.

A grant of \$350,000 was provided to the Federation of Ethnic Communities' Councils of Australia (FECCA) to:-

- Provide policy options in a number of areas including community harmony, women's, youth, aged care and disabilities issues;
- continue to develop community consultative mechanisms; to provide government and communities with timely and accurate information; and
- provide secretariat support and support for executive meetings.