

Appendix 1—Membership list of non-statutory bodies

Council for Multicultural Australia

Mr Benjamin Chow (NSW) Chair
Dr Mustapha Alameddin (NSW)
Ms Barbra Blomberg (TAS)
Mr Julian Heath (NSW)
Dr Helen Nugent AO (NSW)
Ms Stavroula Raptis (SA)
Associate Professor Boni Robertson (QLD)
Dr Colin Rubenstein (VIC)
Ms Jillian Segal AM (NSW)
Mr Yasser Soliman (VIC)
Professor Tom Stannage AM (WA)
Superintendent Michael Van Heythuysen OAM (NT)
Mr Wilson Wu (WA)
Ms Karen Stewart (VIC)
Ms Jenny Wong (QLD)
Ms Fofy Prouzos (ACT)
Ms Catherine Boomer (ACT)

Refugee Resettlement Advisory Council

Major General Warren Glenny AO RFD ED (Retd) (Chair)
Dr Mohammed Taha Alsalami
Mr Paris Aristotle AM
Mr Mohamed Abdi
Ms Carmel Guerra
Mr Kevin Liston
Mrs Jeannie Mok
Ms Margaret Piper
Ms Irene Ross

Immigration Detention Advisory Group

The Hon. John Hodges (Chair)

Dr Mohammed Taha Alsalami

Mr Paris Aristotle AM

Sister Loreto Conroy

Air Marshal Ray Funnell AC (Retd)

Major General Warren Glenny AO RFD ED (Retd)

The Hon. Gerry Hand

Professor Harry Minas

The Hon. Margaret Reid AO

National Indigenous Council

Dr Sue Gordon AM (WA) Chair

Mr Wesley Aird (QLD)

Dr Archie Barton AM (SA)

Professor Mary Ann Bin-Sallik (NT)

Ms Miriam Rose Ungunmerr-Baumann OAM (NT)

Mr Joseph Elu (QLD)

Mr Robert Lee (NT)

Mr Adam Goodes (VIC)

Dr Sally Goold OAM (QLD)

Dr John Moriarty AM (NSW)

Mr Warren Mundine (NSW)

Mr Joe Procter (WA)

Mr Michael White (QLD)

Ms Tammy Williams (QLD)

Appendix 2—Citizenship statistics

The following information is provided in accordance with section 42(d) of the *Australian Citizenship Act 1948*. The tables show the number of persons who became Australian citizens, details of their former nationality/citizenship and the country in which they were ordinarily resident before entering Australia.

Country of nationality or citizenship of persons who became Australian citizens in the year ending 30 June 2005

Previous citizenship	Persons	Previous citizenship	Persons
Afghanistan	726	Bulgaria	79
Albania	201	Burundi	3
Algeria	23	Cambodia	393
Angola	1	Cameroon	11
Argentina	187	Canada	954
Armenia	23	Chile	403
Austria	68	China, People's Republic of	7 798
Azerbaijan	4	Colombia	249
Bahrain	6	Comoros	2
Bangladesh	579	Congo	12
Barbados	5	Congo, Democratic Republic of	5
Belarus	30	Costa Rica	6
Belgium	37	Croatia	383
Belize	4	Cuba	10
Bermuda	1	Cyprus	57
Bolivia	10	Czech Republic	58
Bosnia and Herzegovina	1 047	Czechoslovakia, former	6
Botswana	4	Denmark	44
Brazil	214	Djibouti	2
Brunei Darussalam	14	Dominican Republic	4

Previous citizenship	Persons
Ecuador	49
Egypt	336
El Salvador	66
Eritrea	134
Estonia	13
Ethiopia	426
Fiji	1 570
Finland	175
France	447
Gambia	2
Georgia	12
Germany	551
Ghana	117
Greece	203
Grenada	2
Guatemala	3
Guinea	4
Guinea-Bissau	1
Guyana	3
Haiti	1
Honduras	5
Hungary	105
Iceland	11
India	5 027
Indonesia	1 052
Iran	805
Iraq	2 115
Ireland	1 063

Previous citizenship	Persons
Israel	264
Italy	819
Jamaica	12
Japan	92
Jordan	155
Kazakhstan	27
Kenya	201
Kiribati	9
Korea, Democratic People's Republic of	8
Korea, Republic of	1 124
Kuwait	27
Kyrgyzstan	26
Laos	60
Latvia	28
Lebanon	1 136
Liberia	85
Libya	1
Liechtenstein	3
Lithuania	31
Macedonia, Former Yugoslav Republic of	393
Madagascar	1
Malawi	7
Malaysia	1 798
Maldives	8
Mali	1
Malta	618
Marshall Islands	1

Previous citizenship	Persons
Mauritius	206
Mexico	41
Moldova	13
Mongolia	4
Morocco	32
Mozambique	2
Myanmar (Burma)	296
Namibia	10
Nauru	11
Nepal	209
Netherlands	609
New Zealand	9 363
Nicaragua	6
Niger	1
Nigeria	93
Norway	12
Pakistan	893
Panama	1
Papua New Guinea	134
Paraguay	10
Peru	163
Philippines	3 653
Poland	280
Portugal	276
Puerto Rico	1
Romania	273
Russian Federation	572
Rwanda	15

Previous citizenship	Persons
Samoa	74
San Marino	1
Saudi Arabia	2
Senegal	6
Serbia and Montenegro	880
Seychelles	38
Sierra Leone	231
Singapore	759
Slovakia	59
Slovenia	23
Solomon Islands	38
Somalia	269
South Africa	5 085
Spain	105
Sri Lanka	1 711
St Lucia	1
St Vincent and the Grenadines	1
Sudan	1 429
Suriname	2
Swaziland	1
Sweden	349
Switzerland	211
Syria	156
Tajikistan	1
Taiwan	1 148
Tanzania	21
Thailand	889
Timor-Leste	25

Previous citizenship	Persons
Togo	2
Tonga	219
Trinidad and Tobago	12
Tunisia	1
Turkey	780
Tuvalu	10
U.S.S.R., former	28
Uganda	18
Ukraine	233
United Arab Emirates	3
United Kingdom	20 127

Previous citizenship	Persons
United States of America	1 554
Uruguay	74
Uzbekistan	33
Vanuatu	8
Venezuela	67
Vietnam	2 056
Yemen	8
Zambia	39
Zimbabwe	611
Not stated/other	1 622
Total	93 095

Countries or Territories in which persons who became Australian citizens in the year ending 30 June 2005 ordinarily resided immediately before entering Australia

Previous residence	Persons
Afghanistan	337
Albania	189
Algeria	18
American Samoa	1
Angola	3
Argentina	198
Armenia	21
Australia*	616
Austria	80
Azerbaijan	5
Bahamas	4

Previous residence	Persons
Bahrain	33
Bangladesh	545
Barbados	6
Belarus	30
Belgium	61
Belize	2
Bermuda	9
Bolivia	9
Bosnia and Herzegovina	822
Botswana	33
Brazil	215

* Includes, but not exclusively, children born in Australia to permanent residents.

Previous residence	Persons
Brunei Darussalam	58
Bulgaria	73
Burundi	3
Cambodia	388
Cameroon	4
Canada	969
Cayman Islands	4
Chile	399
China, People's Republic of	6 327
Colombia	240
Comoros	2
Congo	11
Congo, Democratic Republic of	4
Cook Islands	30
Costa Rica	10
Cote d'Ivoire	3
Croatia	644
Cuba	12
Cyprus	105
Czech Republic	58
Czechoslovakia, former	11
Denmark	48
Djibouti	13
Dominican Republic	3
Ecuador	47
Egypt	792
El Salvador	63
Eritrea	64
Estonia	20

Previous residence	Persons
Ethiopia	286
Fiji	1 548
Finland	161
France	374
French Guiana	1
French Polynesia	9
Gambia	7
Georgia	15
Germany	739
Ghana	113
Greece	581
Guadeloupe	1
Guam	3
Guatemala	5
Guinea	130
Guinea-Bissau	1
Guyana	2
Hong Kong Special Administrative Region	1 627
Honduras	3
Hungary	97
Iceland	6
India	4 697
Indonesia	1 039
Iran	877
Iraq	1 132
Ireland	941
Israel	309
Italy	763

Previous residence	Persons
Jamaica	14
Japan	164
Jordan	394
Kazakhstan	26
Kenya	561
Kiribati	9
Korea, Democratic People's Republic of	5
Korea, Republic of	1 093
Kuwait	55
Kyrgyzstan	26
Laos	53
Latvia	32
Lebanon	1 172
Lesotho	3
Liberia	24
Libya	4
Liechtenstein	2
Lithuania	31
Luxembourg	4
Macau Special Administrative Region	49
Macedonia, Former Yugoslav Republic of	362
Madagascar	1
Malawi	19
Malaysia	1 716
Maldives	9
Mali	1
Malta	619

Previous residence	Persons
Mauritania	1
Mauritius	199
Mexico	43
Moldova	11
Mongolia	4
Morocco	24
Mozambique	3
Myanmar (Burma)	233
Namibia	12
Nauru	15
Nepal	209
Netherlands	552
Netherlands Antilles	3
New Caledonia	33
New Zealand	9 463
Nicaragua	6
Niger	2
Nigeria	137
Niue	2
Norway	33
Oman	48
Pakistan	1 159
Panama	3
Papua New Guinea	218
Paraguay	8
Peru	161
Philippines	3 621
Poland	272
Portugal	219

Previous residence	Persons	Previous residence	Persons
Puerto Rico	1	Tanzania	20
Qatar	18	Thailand	982
Romania	259	Timor-Leste	68
Russian Federation	556	Togo	2
Rwanda	7	Tokelau	1
Samoa	78	Tonga	198
Saudi Arabia	71	Trinidad and Tobago	11
Senegal	7	Tunisia	1
Serbia and Montenegro	1 652	Turkey	978
Seychelles	40	Tuvalu	11
Sierra Leone	128	U.S.S.R., former	22
Singapore	1 030	Uganda	93
Slovakia	55	Ukraine	224
Slovenia	25	United Arab Emirates	271
Solomon Islands	40	United Kingdom	19 080
Somalia	155	United States of America	1 648
South Africa	5 409	Uruguay	75
Spain	117	Uzbekistan	30
Sri Lanka	1 546	Vanuatu	11
St Lucia	1	Venezuela	71
Sudan	926	Vietnam	2 002
Swaziland	9	Yemen	21
Sweden	350	Zambia	42
Switzerland	268	Zimbabwe	761
Syria	263	Stateless	17
Tajikistan	1	Not stated/other	53
Taiwan	1 139	Total	93 095

Source: ICSE data extraction, Outcomes Reporting Section, DIMIA, 25 July 2005.

Appendix 3—Performance pay

Employees by classification who received performance pay

Classification level	Number who received Performance pay
Executive Level 1	22
Executive Level 2	42
SES B1	34
SES B2/SES B3	22
Total	120

Aggregated amount of performance payments by classification level

Classification Level	Aggregated amount of performance pay
Executive Level 1	\$132 685
Executive Level 2	\$281 195
SES B1	\$267 833
SES B2/SES B3	\$356 951
Total	\$1 038 664

Average bonus payments and range of payments by classification level

Classification Level	Average Bonus Payment	Range of Payments
Executive Level 1	\$6 031	\$3 194–\$11 924
Executive Level 2	\$6 695	\$1 654–\$13 085
SES B1	\$7 877	\$892–\$15 250
SES B2/SES B3	\$16 225	\$6 284–\$41 808

Aggregate bonus payment for the agency as a whole

The aggregate amount of performance pay paid during the year was	\$1 038 664
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Appendix 4—Senior executive service

Senior Executive Service							
As at 30 June 2004				As at 30 June 2005*			
Actual Classification	Female	Male	Total	Actual Classification	Female	Male	Total
SEB 1	18	19	37	SEB 1	30	37	67
SEB 2	3	9	12	SEB 2	7	12	19
SEB 3	1	1	2	SEB 3	1	3	4
Total	22	29	51	Total	38	52	90

* Includes OIPC in 2005

Appendix 5—Staffing levels by location

Staffing level by location		
Location	As at 30 June 2004	As at 30 June 2005
Total Central Office	1 902	2 614
New South Wales	1 076	1 175
Victoria	614	697
Queensland	243	311
South Australia	245	282
Western Australia	312	320
Tasmania	55	68
Northern Territory	34	44
Act Regional Office	75	82
Overseas* (A-based Staff)	164	161
Australia Total	4 720	5 754
Overseas** (Lee)	680	679
Total	5 400	6 433

* This figure includes staff in transit pool awaiting placement

** Overseas staff administered by the Department of Foreign Affairs and Trade on behalf of the department

Appendix 6—Staffing level by classification (as at 30 June 2005)

Classification	Ongoing				Non-ongoing				Overall Total				
	Full Time		Part Time		Full Time		Part time						
	Female	Male	Total	Female	Male	Total	Female	Male		Total			
APS1	8	4	12	1	0	1	1	2	8	12	20	35	
APS2	30	16	46	3	0	3	19	12	31	5	6	11	91
APS3	460	225	685	67	4	71	130	53	183	4	0	4	943
APS4	613	362	975	93	6	99	36	10	46	5	1	6	1126
APS5	486	356	842	70	11	81	18	15	33	1	0	1	957
APS6	543	419	962	99	11	110	15	15	30	3	4	7	1109
CADST	3	1	4	0	0	0	0	0	0	0	0	0	4
EXEC1	386	401	787	67	2	69	7	17	24	2	2	4	884
EXEC2	133	157	290	12	1	13	4	4	8	2	3	5	316
GRADUATE	45	20	65	0	0	0	0	0	0	0	0	0	65
LEGAL	18	7	25	0	0	0	6	2	8	0	0	0	33
M02	0	2	2	2	2	4	0	1	1	0	1	1	8
M03	0	0	0	0	0	0	1	1	2	0	0	0	2
M04	1	0	1	0	0	0	0	0	0	0	0	0	1
PA02	6	5	11	0	0	0	0	0	0	0	0	0	11

Classification	Ongoing						Non-ongoing						Overall Total	
	Full Time			Part Time			Full Time			Part time				
	Female	Male	Total	Female	Male	Total	Female	Male	Total	Female	Male	Total		
PA03	3	1	4	0	1	1	1	0	1	0	0	0	0	6
PRLEG	10	5	15	2	0	2	1	0	1	0	0	0	0	18
SEC	0	1	1	0	0	0	0	0	0	0	0	0	0	1
SEB1	30	36	66	0	0	0	0	1	1	0	0	0	0	67
SEB2	6	12	18	0	0	0	1	0	1	0	0	0	0	19
SEB3	1	3	4	0	0	0	0	0	0	0	0	0	0	4
SNLEG	20	21	41	5	0	5	0	0	0	0	0	0	0	46
SPA0A	1	0	1	0	0	0	0	0	0	0	0	0	0	1
SPA0B	1	1	2	0	0	0	0	0	0	0	0	0	0	2
ACAD	1	0	1	0	0	0	0	0	0	0	0	0	0	1
PA01	3	1	4	0	0	0	0	0	0	0	0	0	0	4
Total	2808	2056	4864	421	38	459	240	132	372	30	29	59	5754	

Appendix 7—Salary level by classification

Classification levels, local titles including broadbands, and salary rates		
APS Classification	Local Title	Salary at 30 June 2005
Training Classifications		
Aboriginal Cadets' pay rates during full time study. 60% of full time APS1 junior rates		\$11 345–\$18908
APS 1 and Aboriginal Cadets during practical training		\$18 908–\$34 952
Graduate APS		\$35 666–\$39 673
APS Level and Executive Level Employees		
APS Level 1		\$18 908–\$34 952
APS Level 2		\$35 666–\$39 673
APS Level 3		\$40 622–\$44 150
APS Level 4		\$45 275–\$49 284
APS Level 5		\$50 500–\$53 670
APS Level 6		\$54 543–\$62 838
EXEC Level 1		\$69 853–\$76 165
EXEC Level 2		\$80 541–\$94 381
Legal Officers		
APS Level 4	Legal Officer	\$47 932
APS Level 5		\$52 083
APS Level 6		\$54 543–\$62 838
EXEC Level 1	Senior Legal Officer	\$69 853–\$85 331
EXEC Level 2	Principal Legal Officer	\$93 889–\$96 945

Classification levels, local titles including broadbands, and salary rates		
APS Classification	Local Title	Salary at 30 June 2005
Public Affairs Officers		
APS Level 4	Public Affairs Officer 1	\$46 715–\$49 161
APS Level 5	Public Affairs Officer 1	\$52 083–\$53 670
APS Level 6	Public Affairs Officer 2	\$57 432–\$64 683
EXEC Level 1	Public Affairs Officer 3	\$76 165–\$85 331
EXEC Level 2	Senior Public Affairs Officer B	\$88 632–\$91 687
	Senior Public Affairs Officer A	\$93 521–\$96 578
Medical Officers		
		\$90 088–\$93644
		\$100 699–\$104 035
		\$109 824–\$119 316
Senior Executive Service		
		\$105 000–\$130 000
		\$148 000–\$234 282

Appendix 8—Occupational health and safety (OHS)

The department is committed to providing a safe and healthy work environment for staff, contractors and visitors. This commitment is reflected in the department's 2003 Occupational Health and Safety Policy and Agreement. This document was developed in consultation with staff and their representatives as required under the *Occupational Health and Safety (Commonwealth Employment) Act 1991*.

OHS committees

In line with legislative requirements to consult with staff and their representatives on OHS issues, the department convenes health and safety committees in all state and territory offices. Key OHS issues are referred to the National OHS Committee, which met three times during 2004–05.

Health and Safety Representatives

Health and Safety Representatives (HSRs) were maintained for Designated Work Groups. Elections for vacant HSR and deputy HSR positions were conducted by the Community and Public Sector Union in consultation with the department on an ongoing basis as vacancies occurred.

HSRs continued to be active in their workplaces and the HSR network met on a regular basis, providing a consultative mechanism in addition to the OHS committees established under the *Occupational Health and Safety (Commonwealth Employment) Act 1991*.

Health, safety and welfare at work of employees

Measures taken during the year to ensure the health, safety and welfare of employees and contractors included:

- OHS advice and training
- eyesight testing for screen based work
- employee assistance and counselling services
- expert assistance to staff on workstation ergonomics
- first aid services
- fire warden services
- provision of influenza vaccinations.

Employee health and fitness has been encouraged through a range of activities, such as health promotion seminars, quit smoking programs, the sponsorship of corporate sporting events, and the provision of a gym for staff in Central Office. This year's Australian Bureau of Statistics Fun Run was also strongly supported by staff.

Incidents

There were 140 incidents reported to Comcare under Section 68 of the *Occupational Health and Safety (Commonwealth Employment) Act 1991*. Of these, 1 involved a death, 64 involved serious personal injury and 75 were dangerous occurrences.

A dangerous occurrence is an incident resulting from operations of the employer that could have resulted in death or serious personal injury to an employee, contractor or third party. A serious personal injury is an injury where a person requires emergency medical treatment.

The number of incidents has increased across the department. This increase can be attributed to a greater awareness of reporting requirements among staff and contractors, including those involved in compliance operations and detention centres.

Notices and investigations

There were no Provisional Improvement Notices issued under Section 29 of the *Occupational Health and Safety (Commonwealth Employment) Act 1991*.

There were no investigations conducted under Section 41, or any notices issued under Sections 46 and 47, of the *Occupational Health and Safety (Commonwealth Employment) Act 1991*.

Comcare premium

The department's compensation premium rate for 2005–06 is 1.60 per cent, which is lower than the average premium rate for Australian Government agencies of 1.77 per cent. The primary drivers of the premium rate are claims costs and frequency of claims. A strong focus on early intervention and rehabilitation by departmental case managers over the past two years has resulted in a premium rate reduction despite an increase in staffing numbers.

Appendix 9—Freedom of information (FOI)

The information below is provided to comply with section 8 of the *Freedom of Information Act 1982*.

Information on the department, including its structure, appears earlier in this report. Decision-making powers are vested in the Minister and/or Secretary under various Acts. The Minister or Secretary may delegate most of their powers to departmental staff.

Generally, the department prefers to provide access to documents in the form of copies. Private viewing of personal files may be done by appointment at state and regional offices.

Initial telephone inquiries in relation to FOI matters may be made through the Client Service Line, 131 881.

FOI requests with contact addresses in New South Wales should be sent to NSW Public Access Unit, DIMIA Sydney, GPO Box 9984, Sydney NSW 2001.

FOI requests with contact addresses in Victoria should be sent to Parliamentary and Public Access Section, DIMIA Victoria, GPO Box 241E, Melbourne VIC 3001.

FOI requests with contact addresses in all other states and territories of Australia should be sent to FOI Section, DIMIA, PO Box 25, Belconnen ACT 2616.

FOI Documents Maintained	
Type	Description
Documents of decision-making bodies #	Relating to the business of these bodies and including agenda, minutes and other records.
Cabinet documents #	Records of Cabinet matters including Cabinet submissions and Cabinet minutes.
Representations to the Minister for Immigration and Multicultural and Indigenous Affairs and the Minister for Citizenship and Multicultural Affairs #	The Ministers receive a large number of written representations each year concerning all aspects of migration, population, settlement, citizenship policies, Indigenous affairs and portfolio administration.
Documents on internal departmental administration #	These documents include personnel records, organisation and staffing records, financial and expenditure records, and internal operating documentation such as internal working documents and correspondence.
Program documents #	The department holds documents relating to grants provided to various organisations under the programs it administers and programs administered under enactments including the <i>Migration Act 1958</i> and the <i>Australian Citizenship Act 1948</i> .
Personal information documents #	The department holds personal information about applicants for migration and Australian citizenship as well as information about movements into and out of Australia. This is located on individual files and departmental databases.
Documents available for access or purchase subject to a fee or other charge	The department's Annual Report is available on the Internet. Departmental legislation and policy instructions are available for purchase via an online subscription service, <i>LEGENDcom</i> , on the department's website. The Freedom of Information Handbook is available for purchase from the department's Freedom of Information units.
Documents available free of charge upon request *	The department holds and makes available on request (free of charge) a range of documents including Fact Sheets, some research documents, general information leaflets (some in a number of languages) and a leaflet on FOI, published by the Attorney-General's Department.

Some records are either not available or only available to the public under the FOI Act, where access may be subject to a charge.

* These are available on the department's website (www.immi.gov.au) and/or at the public inquiry counters of the department's Australian and overseas offices.

Appendix 10—Advertising and market research

Expenditure on advertising and market research contracts during the year

Advertising Agencies	\$
Total for advertising agencies	0
Market Research	\$
The Research Forum Developmental research for a proposed Australian Citizenship Communication Campaign	104 559
The Hiser Group Pty Limited Accessibility and Usability Research	35 280
The Hiser Group Pty Limited Accessibility and Usability Research	66 956
The Hiser Group Pty Limited Accessibility and Usability Research	59 462
Total for market research	266 257
Direct mail organisations	\$
Total for direct mail organisations	0
Media Advertising	\$
Non-campaign advertising	812 318
Universal McCann	146 217
Campaign advertising	
Total for media advertising	958 535
Total	\$1 224 792

Appendix 11—Ecologically sustainable development and environmental performance

The department aims to identify, implement and promote best practice in environmental management, to operate in an ecologically sustainable manner and to provide an environmentally sound workplace that conforms to occupational health and safety requirements.

Achievements during 2004–05 include:

- inclusion of energy saving features for tenant light and power in all office fit-outs in Australia
- initiation of cardboard recycling in the ACT and some state and territory offices
- implementation of streamed recycling at departmental locations in Victoria
- revision and addition of content on environmental issues to the department's internal website
- receipt in November 2004 of a 'Best Practice in Government Award' from the ACT Government for the department's recycling practices in the ACT.

The following table outlines the department's energy performance:

MJ/pp/pa = Megajoules per person per annum

MJ/m²/pa = Megajoules per square metre per annum

Financial Year	Building Tenant Light & Power	
	MJ/pp/pa (Target of 10 000 expected to be met by 2002–03)	MJ/m ² /pa (No Target Set)
2000–01	9 932	528
2001–02	9 849	467
2002–03	8 359	429
2003–04	5 759	287
2004–05*	8 043	367

* While the energy consumption in the department has been decreasing as a result of energy saving measures, the 2004–05 figures are higher due to the addition of the OIPC to the department's Portfolio during this period.

Migration and the environment

State Specific Migration Mechanisms (SSMMs) help state and territory governments avoid increased population and environmental pressures in areas they choose. Conversely, they assist state and territory governments to address skill shortages and population needs that may exist in regional and low growth areas of Australia. These mechanisms are experiencing significant success with increasing numbers of migrants settling in areas outside of Sydney, Newcastle, Wollongong, Brisbane, the Gold Coast and Perth. These numbers greatly increased in 2004–05.

Appendix 12—Consultancies

Consultancy services let during 2004–05, of \$10 000 or more

Consultant name	Description	Contract price	Selection process*	Justification*
Refugee Council of Australia	Contract between Commonwealth of Australia and Refugee Council of Australia	\$44 000	Direct Sourcing	B
Altmore International Pty Ltd	Facilitation of ICC Managers Training Workshop 2–6 August 2004	\$22 000	Direct Sourcing	C
M.I. Murren Enterprises Pty Ltd	Facilitation of ICC Staff Training Workshops	\$25 000	Direct Sourcing	C
Australian Government Solicitor Canberra	Provision of client counsel for agency and portfolio ministers	\$262 000	Panel	B
Altmore International Pty Ltd	Facilitation of ICC Managers Training Workshop 30 September – 1 October 2004	\$44 000	Direct Sourcing	C
Peoplebank Australia Pty Ltd	Project Management for ORAC IT	\$49 500	Direct Sourcing	B
Peoplebank Australia Pty Ltd	Project Management for ORAC website rebuild	\$35 000	Select Tender	B
Pickard Associates Chartered Accountant	Undertake s60 examinations on Aboriginal Corporations	\$12 615	Select Tender	B
TressCox Lawyers	Establishment of Register of Consultants	\$281 861	Open Tender	B
Pickards Associates Accountants	Undertake s60 examinations on Aboriginal Corporations	\$15 400	Select Tender	B
Hall Chadwick (SA) Pty Ltd—Chartered Accountants	Undertake s60 examinations on Aboriginal Corporations	\$24 200	Select Tender	B

Consultant name	Description	Contract price	Selection process*	Justification*
Pat Faget Consulting Pty Ltd	PFA tasks associated with Native Title Program	\$20 000	Direct Sourcing	A
Scolari Comerford Accountants	Undertake s60 examinations on Aboriginal Corporations	\$14 300	Select Tender	B
Korda Mentha Accountants	Undertake s60 examinations on Aboriginal Corporations	\$10 450	Select Tender	B
The Australian National University (CAEPR)	Advice and assistance to support planning forums	\$33 000	Direct Sourcing	B
Jackie Huggins	Expert advice, mentoring for the Indigenous Women's Development Program	\$30 000	Direct Sourcing	B
Deborah Durnan	Planning and development of introductory workshop for remote delivery	\$49 500	Direct Sourcing	B
Peoplebank Australia Pty Ltd	Project management for IT security audit	\$87 000	Direct Sourcing	B
Acumen Alliance ACT Pty Ltd	Inspection and Audit of the Accounts and Records of the Cape York Land Council Aboriginal Corporation	\$54 615	Panel	B
Corrs Chambers Westgarth	Investigation and report on Native Title representative body	\$121 450	Select Tender	A
F1 Solutions Pty Ltd	Migration of Case Management System to ASP.Net	\$29 400	Direct Sourcing	B
Gregory Cecil Marks trading as Greg Marks Consultant	Legal and Policy advice on Native Title representative bodies	\$40 000	Direct Sourcing	B
David Jess and Associates	Advice on ATSIC Board decisions	\$14 850	Direct Sourcing	B

Consultant name	Description	Contract price	Selection process*	Justification*
People and Strategy Pty Ltd	2005 OIPC Graduate Development Program	\$79 851	Direct Sourcing	B
People and Strategy Pty Ltd	2005 OIPC Graduate Recruitment and Assessment Process	\$25 795	Direct Sourcing	B
Duus Pty Ltd	Funding Controller to the Cape York Land Council Aboriginal Corporation	\$75 000	Direct Sourcing	C
Anthropos Consulting Services Pty Ltd	Legal and Policy advice	\$79 500	Direct Sourcing	B
Learn 2 Lead	Contract for Services in relation to Men & Family Relationships Forum 2005	\$18 799	Direct Sourcing	A
Dodson, Bauman & Associates Pty Ltd	Contract for Services in relation to Men & Family Relationships Forum 2005	\$11 000	Direct Sourcing	A
M.I.Murren Enterprises Pty Ltd	Phase One—Development of Program and Material for the Indigenous Women's Leadership Program	\$29 700	Direct Sourcing	B
M.I.Murren Enterprises Pty Ltd	Phase Two—Delivery of training for the Indigenous Women's Development Program	\$31 460	Direct Sourcing	C
Acumen Alliance Pty Ltd	Review of Costing of Common Service Agreement between Agencies	\$33 000	Panel	C
RPR Consulting	Review of the Indigenous Women's Program	\$71 390	Direct Sourcing	B
Alexander J Dodd & Assoc	Provide change management support to NTRB's	\$200 000	Direct Sourcing	A
Senator Brennan Rashid	Support Services to Native Title and Land Rights Branch	\$750 000	Select Tender	A

Consultant name	Description	Contract price	Selection process*	Justification*
IMRE Consulting & Development Pty Ltd	Professional Services— Change Management, Cape York Land Council AC	\$24 200	Direct Sourcing	C
Commonwealth of Australia & Others	Centre for Aboriginal Economic Policy Research	\$880 000	Direct Sourcing	B
KPMG Corporate Finance (Aust) Pty Ltd	Viability assessment of Trans Territory Pipeline (TTP)	\$85 000	Open Tender	B
CSC Strategic Alliance Pty Ld	Architecture Review	\$114 400	Direct Sourcing	B
The Hiser Group Pty Ltd	Web Site Support Services	\$16 330	Open Tender	B
CSC Strategic Alliance Pty Ld	Disaster Recovery Project	\$100 100	Open Tender	B
CSC Strategic Alliance Pty Ld	Disaster Recovery Project	\$522 753	Open Tender	B
Alliance Consulting Group	Develop a sourcing strategy for IT Professional Services	\$14 960	Panel	B
Oakton Services Pty Ltd	Project Officer for IT support on IMIRS data warehouse	\$55 000	Direct Sourcing	B
The Hiser Group	Web Site Support Services	\$43 240	Select Tender	B
XTEK Consulting Services Pty Ltd	Services for Security Advising	\$78 650	Direct Sourcing	B
Business Objects Pty Ltd	Installation, configuration & implementation of Software	\$19 800	Direct Sourcing	B
APIS Consulting Group	Consultancy Services	\$22 000	Panel	B
CSC Strategic Alliance Pty Ld	Global Systems Environment (GSE) Business Analyst Support Services	\$137 500	Direct Sourcing	A

Consultant name	Description	Contract price	Selection process*	Justification*
CSC Strategic Alliance Pty Ltd	GSE Services & Integration Support Services	\$264 000	Direct Sourcing	A
CSC Strategic Alliance Pty Ltd	GSE Program Office Services	\$159 500	Direct Sourcing	A
CSC Strategic Alliance Pty Ltd	GSE Research & Acquisition Support Services	\$88 000	Direct Sourcing	B
CSC Strategic Alliance Pty Ltd	DIMIA IT Disaster Recovery Project Physical Technical Model Phase	\$617 520	Open Tender	B
Gartner Australasia Pty Ltd	Review of GSE Report	\$18 000	Direct Sourcing	B
Alliance Consulting Group Pty Ltd	Business advice on impact of web content management system	\$15 000	Panel	B
Alliance Consulting Group Pty Ltd	Business advice on impact of web content management system	\$753 300	Panel	B
Alliance Consulting Group Pty Ltd	Advice and assistance on industrial development issues in contracts	\$20 000	Panel	B
CSIRO	Panoptic Software	\$25 000	Direct Sourcing	A
Walter Turnbull Pty Ltd	Value for money assessment on single service desk proposal	\$21 615	Panel	B
Cogent Consultancy	Assessment of disaster recover proposal	\$12 640	Panel	A
Acumen Alliance (ACT) Pty Ltd	Probity Advisor	\$20 000	Panel	B
Gartner Australasia Pty Ltd	Review of tender documentation relating to development of a Reference Data User Interface (ICSE)	\$37 840	Direct Sourcing	B

Consultant name	Description	Contract price	Selection process*	Justification*
APIS Consulting Group Pty Ltd	Evaluation on proposal to extend office services contract and development of pricing selection criteria	\$44 000	Panel	B
ITNewcom Pty Ltd	IT Disaster Recovery	\$38 500	Select Tender	B
Alliance Consulting Group Pty Ltd	Assistance and advice on evaluation on return to market for provision of office services	\$44 000	Panel	B
Walter Turnbull Pty Ltd	Probity Auditor	\$35 000	Panel	B
Acumen Alliance (ACT) Pty Ltd	Develop probity plans and input and advice on tender process	\$140 000	Panel	B
Acumen Alliance Pty Ltd	Probity Adviser	\$30 000	Panel	B
CSC Strategic Alliance	GSE Project—Financial Architect Services	\$41 580	Open Tender	B
CSC Strategic Alliance Pty Ltd	Regional Movement Alert List (RMAL) Pilot Project Architecture Support	\$106 865	Open Tender	B
CSC Strategic Alliance Pty Ltd	GSE Support & Analysis	\$110 000	Open Tender	B
CSC Strategic Alliance Pty Ltd	Project Management	\$82 500	Open Tender	B
XTEK Consulting Services Pty Ltd	Services for Security Advising—completion of Protective Security Risk Reviews & Security Audits	\$55 000	Direct Sourcing	B
Siemens Communication (International)	Provision of consultancy services for handling telephone enquiries in Europe	\$158 976	Select Tender	B
The Hiser Group Pty Limited	Web Site Support Services	\$35 280	Panel	B

Consultant name	Description	Contract price	Selection process*	Justification*
Interiors Australia Pty Limited	Project Management	\$20 500	Select Tender	B
The Hiser Group Pty Limited	Web Site Support Services	\$61 760	Direct Sourcing	B
The Hiser Group Pty Limited	Web Site Support Services	\$52 350	Direct Sourcing	B
Murray Neil Comrie	Services related to the conduct of an inquiry into the immigration detention of Cornelia Rau and other cases as identified.	\$767 500	Direct Sourcing	B
Mr Mick Palmer AO APM	Services related to the conduct of an inquiry into the immigration detention of Cornelia Rau	\$397 000	Direct Sourcing	B
Arrow International Pty Ltd	Project Management and Design Services	\$551 227	Open Tender	A
AC Nielsen Pty Ltd	Long Form Survey of individuals granted permanent residence	\$115 000	Direct Sourcing	A
Centre for Population and Urban Research, Monash University	A Study of International Students	\$47 850	Direct Engagement	A
Blake Dawson Waldron	Legal Advice for LEGENDcom T&C	\$22 001	Panel	A
B. Armstrong & Co. Pty Limited	Provision of Technical Services for Energy Management Monitoring	\$25 000	Direct Engagement	A
The Australian Government Solicitor	Contract for the provision of legal services	\$33 700 000	Open Tender	A
Blake Dawson Waldron	Contract for the provision of legal services	\$12 260 000	Open Tender	A

Consultant name	Description	Contract price	Selection process*	Justification*
Clayton Utz	Contract for the provision of legal services	\$36 260 000	Open Tender	A
Phillips Fox	Contract for the provision of legal services	\$18 520 000	Open Tender	A
Sparke Helmore	Contract for the provision of legal services	\$21 860 000	Open Tender	A
STF Associates	HR consultancy and funding admin assistance	\$63 800	Direct engagement	B
Kavanagh Consulting	Develop a Shared Responsibility Agreement with NYP Women's Council	\$11 000	Select Tender	B
The Australian Government Solicitor	Legal Advice for Tender	\$37 000	Panel	A

* The meaning of 'Selection Process' and 'Justification' in the above table is further explained below:

1. Explanation of selection process terms drawn from the Commonwealth Procurement Guidelines (January 2005)

Open Tender: A procurement procedure in which a request for tender is published inviting all businesses that satisfy the conditions for participation to submit tenders.

Select Tender: A procurement procedure in which the procuring agency selects potential suppliers to submit tenders in accordance with the mandatory procurement procedures.

Direct Sourcing: A procurement process, available only under certain defined circumstances, in which an agency may contact a single potential supplier or suppliers of its choice. Conditions for direct sourcing apply under the mandatory procurement procedures.

Panel: An arrangement under which a number of suppliers, usually selected through a single procurement process, may each supply property or services to an agency as specified in the panel arrangement).

2. Justification for decision to use consultancy:

- A Involves specialist professional knowledge and/or expertise that may not be maintained in-house
- B Involves development of an intellectual output—example research, evaluation, advice and recommendations—to assist with agency decision
- C Involves a one-off task, a set of tasks or irregular tasks (making employment of permanent staff impractical or undesirable).