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Appendices

Appendix 1: Classifications and salary rates

Table 110: Classifications and salary rates

APS classification	Salary points prior to lodgement with the OEA	Salary at date of lodgement (after 4.3 per cent pay rise)	Salary at 13/12/2007 (4.2 per cent)	Salary at 11/12/2008 (4 per cent)	Salary at 19/03/2009 (0.4 per cent)
Aboriginal Cadets' pay rates during full time study. 60% of full time APS1 junior rates	\$11 742	\$12 247	\$12 761	\$13 272	\$13 325
	\$13 699	\$14 288	\$14 888	\$15 484	\$15 546
	\$15 852	\$16 534	\$17 228	\$17 917	\$17 989
	\$17 808	\$18 574	\$19 354	\$20 128	\$20 209
	\$19 570	\$20 412	\$21 269	\$22 120	\$22 208
APS 1 and Aboriginal Cadets during practical training	\$19 570 ¹	\$20 412	\$21 269	\$22 120	\$22 208
	\$22 831 ²	\$23 813	\$24 813	\$25 805	\$25 909
	\$26 420 ³	\$27 556	\$28 713	\$29 862	\$29 981
	\$29 682 ⁴	\$30 958	\$32 259	\$33 549	\$33 683
	\$32 617	\$34 020	\$35 448	\$36 866	\$37 014
	\$33 928	\$35 387	\$36 873	\$38 348	\$38 501
	\$35 052	\$36 559	\$38 095	\$39 619	\$39 777
	\$36 175	\$37 731	\$39 315	\$40 888	\$41 051
Graduate APS	\$42 044	\$43 852	\$45 694	\$47 521	\$47 712
	\$43 138	\$44 993	\$46 883	\$48 758	\$48 953
	\$44 432	\$46 343	\$48 289	\$50 221	\$50 421
	\$45 695	\$47 660	\$49 662	\$51 648	\$51 855

1 Under 18 years old (60%)

2 18 years (70%)

3 19 years (81%)

4 20 years (91%)

Table 111: APS level and executive level employees

APS classification	Salary points prior to lodgement with the OEA	Salary at date of lodgement (after 4.3 per cent pay rise)	Salary at 13/12/2007 (4.2 per cent)	Salary at 11/12/2008 (4 per cent)	Salary at 19/03/2009 (0.4 per cent)
APS Level 1	\$19 570 ¹	\$20 412	\$21 269	\$22 120	\$22 208
	\$22 831 ²	\$23 813	\$24 813	\$25 805	\$25 909
	\$26 420 ³	\$27 556	\$28 713	\$29 862	\$29 981
	\$29 682 ⁴	\$30 958	\$32 259	\$33 549	\$33 683
	\$32 617 ⁵	\$34 020	\$35 448	\$36 866	\$37 014
	\$33 928	\$35 387	\$36 873	\$38 348	\$38 501
	\$35 052	\$36 559	\$38 095	\$39 619	\$39 777
	\$36 175	\$37 731	\$39 315	\$40 888	\$41 051
APS Level 2	\$36 914	\$38 501	\$40 118	\$41 723	\$41 890
	\$37 929	\$39 560	\$41 221	\$42 870	\$43 042
	\$38 924	\$40 598	\$42 303	\$43 995	\$44 171
	\$39 938	\$41 655	\$43 405	\$45 141	\$45 322
	\$41 062	\$42 828	\$44 626	\$46 411	\$46 597
APS Level 3	\$42 044	\$43 852	\$45 694	\$47 521	\$47 712
	\$43 138	\$44 993	\$46 883	\$48 758	\$48 953
	\$44 432	\$46 343	\$48 289	\$50 221	\$50 421
	\$45 695	\$47 660	\$49 662	\$51 648	\$51 855
APS Level 4	\$46 860	\$48 875	\$50 928	\$52 965	\$53 177
	\$48 350	\$50 429	\$52 547	\$54 649	\$54 868
	\$49 610	\$51 743	\$53 916	\$56 073	\$56 297
	\$51 010	\$53 203	\$55 438	\$57 655	\$57 886
APS Level 5	\$52 268	\$54 516	\$56 805	\$59 077	\$59 314
	\$53 906	\$56 224	\$58 585	\$60 929	\$61 172
	\$55 548	\$57 937	\$60 370	\$62 785	\$63 036

1 Under 18 years old (60%)

2 18 years (70%)

3 19 years (81%)

4 20 years (91%)

5 Bottom salary point for adult salary

Table 111: APS level and executive level employees *continued*

APS classification	Salary points prior to lodgement with the OEA	Salary at date of lodgement (after 4.3 per cent pay rise)	Salary at 13/12/2007 (4.2 per cent)	Salary at 11/12/2008 (4 per cent)	Salary at 19/03/2009 (0.4 per cent)
APS 6	\$56 452	\$60 346	\$62 880	\$65 396	\$65 657
	\$57 858				
	\$59 442	\$61 998	\$64 602	\$67 186	\$67 455
	\$62 429	\$65 113	\$67 848	\$70 562	\$70 844
	\$65 037	\$67 834	\$70 683	\$73 510	\$73 804
Exec Level 1	\$72 298	\$75 407	\$78 574	\$81 717	\$82 044
	\$74 222	\$77 414	\$80 665	\$83 892	\$84 227
	\$76 048	\$79 318	\$82 649	\$85 955	\$86 299
	\$78 831	\$82 221	\$85 674	\$89 101	\$89 457
Exec Level 2	\$83 360	\$86 944	\$90 596	\$94 220	\$94 597
	\$87 946	\$91 728	\$95 580	\$99 403	\$99 801
	\$91 233	\$95 156	\$99 153	\$103 119	\$103 531
	\$94 520	\$98 584	\$102 725	\$106 834	\$107 261
	\$97 684	\$101 884	\$106 164	\$110 410	\$110 852

Table 112: Legal officers

APS classification	Local title	Salary points prior to lodgement with the OEA	Salary at date of lodgement (after 4.3 per cent pay rise)	Salary at 13/12/2007 (4.2 per cent)	Salary at 11/12/2008 (4 per cent)	Salary at 19/03/2009 (0.4 per cent)
APS Level 4	Legal Officer	\$49 610	\$51 743	\$53 916	\$56 073	\$56 297
APS Level 5		\$53 906	\$56 224	\$58 585	\$60 929	\$61 172
APS Level 6		\$56 452	\$60 346 ¹	\$62 880	\$65 396	\$65 657
		\$59 442	\$61 998	\$64 602	\$67 186	\$67 455
		\$62 429	\$65 113	\$67 848	\$70 562	\$70 844
		\$65 037	\$67 834	\$70 683	\$73 510	\$73 804
Exec Level 1	Senior Legal Officer	\$72 298	\$75 407	\$78 574	\$81 717	\$82 044
		\$78 831	\$82 221	\$85 674	\$89 101	\$89 457
		\$85 534	\$89 212	\$92 959	\$96 677	\$97 064
		\$88 318	\$92 116	\$95 985	\$99 824	\$100 223
Exec Level 2	Principal Legal Officer	\$97 175	\$101 354	\$105 610	\$109 835	\$110 274
		\$100 338	\$104 653	\$109 048	\$113 410	\$113 863

¹ Matches new bottom salary point for APS 6.

Table 113: Public affairs officers

APS classification	Local title	Salary points prior to lodgement with the OEA	Salary at date of lodgement (after 4.3 per cent pay rise)	Salary at 13/12/2007 (4.2 per cent)	Salary at 11/12/2008 (4 per cent)	Salary at 19/03/2009 (0.4 per cent)
APS Level 4	Public Affairs Officer 1	\$48 350	\$50 429	\$52 547	\$54 649	\$54 868
		\$50 882	\$53 070	\$55 299	\$57 511	\$57 741
APS Level 5		\$53 906	\$56 224	\$58 585	\$60 929	\$61 172
		\$55 548	\$57 937	\$60 370	\$62 785	\$63 036

Table 113: Public affairs officers *continued*

APS classification	Local title	Salary points prior to lodgement with the OEA	Salary at date of lodgement (after 4.3 per cent pay rise)	Salary at 13/12/2007 (4.2 per cent)	Salary at 11/12/2008 (4 per cent)	Salary at 19/03/2009 (0.4 per cent)
APS Level 6	Public Affairs Officer 2	\$59 442	\$61 998	\$64 602	\$67 186	\$67 455
		\$60 935	\$63 555	\$66 225	\$68 874	\$69 149
		\$62 429	\$65 113	\$67 848	\$70 562	\$70 844
		\$64 338	\$67 105	\$69 923	\$72 720	\$73 011
		\$66 947	\$69 826	\$72 758	\$75 669	\$75 971
Exec Level 1	Public Affairs Officer 3	\$78 831	\$82 221	\$85 674	\$89 101	\$89 457
		\$83 819	\$87 423	\$91 095	\$94 739	\$95 118
		\$85 534	\$89 212	\$92 959	\$96 677	\$97 064
		\$88 318	\$92 116	\$95 985	\$99 824	\$100 223
Exec Level 2	Senior Public Affairs Officer B	\$91 734	\$95 679	\$99 697	\$103 685	\$104 100
		\$94 896	\$98 977	\$103 134	\$107 259	\$107 688
	Senior Public Affairs Officer A	\$96 794	\$100 956	\$105 196	\$109 404	\$109 842
		\$99 958	\$104 256	\$108 635	\$112 980	\$113 432

Table 114: Medical officers

APS classification	Salary points prior to lodgement with the OEA	Salary at date of lodgement (after 4.3 per cent pay rise)	Salary at 13/12/2007 (4.2 per cent)	Salary at 11/12/2008 (4 per cent)	Salary at 19/03/2009 (0.4 per cent)
Medical Officer Class 2	\$93 241	\$97 250	\$101 335	\$105 388	\$105 810
	\$96 922	\$101 090	\$105 335	\$109 549	\$109 987
Medical Officer Class 3	\$104 223	\$108 705	\$113 270	\$117 801	\$118 272
	\$107 676	\$112 306	\$117 023	\$121 704	\$122 191
Medical Officer Class 4	\$113 667	\$118 555	\$123 534	\$128 475	\$128 989
	\$118 102	\$123 180	\$128 354	\$133 488	\$134 022
	\$120 330	\$125 504	\$130 775	\$136 006	\$136 550
	\$123 492	\$128 802	\$134 212	\$139 580	\$140 139

Appendix 2: Freedom of Information

This information complies with section 8 of the *Freedom of Information Act 1982*.

Information about the department, including its structure, appears earlier in this report.

Decision making powers are vested in the minister and the secretary under various Acts. The minister or the 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 enquiries in relation to Freedom of Information (FOI) matters may be made through the client service line on 131 881.

FOI requests with contact addresses in Victoria, West Australia, South Australia, Tasmania and the Northern Territory should be sent to:

Parliamentary and Public Access Section
Department of Immigration and Citizenship
GPO Box 241E
Melbourne VIC 3001

FOI requests with contact addresses in New South Wales, Queensland and the Australian Capital Territory should be sent to:

Privacy and FOI Section
Department of Immigration and Citizenship
PO Box 9984
Sydney NSW 2001

Table 115: Freedom of Information documents maintained

Type	Description
Documents of decision making bodies ¹	These documents relate to the business of these bodies and including agenda, minutes and other records.
Cabinet documents ¹	These documents are records of cabinet matters including cabinet submissions and cabinet minutes.
Representations to the Minister for Immigration and Citizenship and the parliamentary secretary ¹	The minister and the parliamentary secretary receive a large number of written representations each year concerning all aspects of migration, population, settlement, citizenship policies and portfolio administration.
Documents on internal departmental administration ¹	These documents include personnel records, organisation and staffing records, and internal operating documentation such as internal working documents and correspondence.
Program documents ¹	These documents contain information relating to grants provided to various organisations under the programs the department administers and programs administered under enactments including the <i>Migration Act 1958</i> and the <i>Australian Citizenship Act 2007</i> .

¹ Some records are either not available or only available to the public under the FOI Act, where access may be subject to a charge.

Table 115: Freedom of Information documents maintained *continued*

Type	Description
Personal information documents ¹	The department holds information about applications for migration and Australian citizenship. Personal information incidental to these applications is also collected. This information 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 online. Legislation and policy instructions are available for purchase via an online subscription service, LEGENDcom, or our website. The <i>Freedom of Information Handbook</i> is available from our Freedom of Information units.
Documents available free of charge on request ²	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 about FOI that is published by the Attorney-General's Department.

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

2 These are available on the department's website at www.immi.gov.au and at the public enquiry counters of the department's Australian and overseas offices.

Appendix 3: Advertising and market research

The following table lists expenditure on advertising and market research contracts during 2007–08.

Table 116: Expenditure on advertising and marketing

Market research	Value
Australian Survey Research Group Pty Ltd Survey of working holiday makers and employers	\$27 800
Blue Moon Research and Planning Pty Ltd Research for the citizenship test communication campaign	\$506 050
Open Mind Research Group Research to develop communication strategy for Bridging E visas and visa overstayers	\$100 000
The Value Creation Group External value creation workshops	\$21 472
The Value Creation Group Student and working holiday maker focus groups	\$43 255
University of Queensland Social Research Centre 2008 Client Satisfaction Survey	\$83 837
University of Queensland Social Research Centre Client service intercept poll	\$50 593
University of Queensland Social Research Centre Overseas client research data analysis tool	\$12 055
Sub-total	\$845 062

Table 116: Expenditure on advertising and marketing *continued*

Advertising agencies	Value
HMA Blaze Pty Ltd Advertising costs for the introduction of the Maritime Crew visa	\$42 619
Newd Corp. Pty Ltd Development and implementation of a creative advertising strategy for the Australian citizenship test and values statements public information campaign	\$1 006 695
HMA Blaze Pty Ltd Advertising costs for the complex case support tender	\$15 717
HMA Blaze Pty Ltd Advertising costs for the Australian Citizenship Act 2007	\$12 877
Universal McCann Management of placement of citizenship campaign advertising	\$88 372
Singleton Ogilvy & Mather (Sydney) Pty Ltd Development and implementation of an advertising strategy for the Australian citizenship communication campaign	\$35 346
Sub-total	\$1 201 626
Media advertising	Value
HMA Blaze Pty Ltd Recruitment advertising	\$57 941
HMA Blaze Pty Ltd Working holiday programs—web banner advertising	\$20 900
LBC Radio Advertising for Australia Needs Skills Expos	\$17 800
Manchester Evening News Advertising for Australia Needs Skills Expos	\$13 090
Metro Newspaper London Advertising for Australia Needs Skills Expos	\$23 777
Universal McCann Advertising for the citizenship test	\$3 880 567
HMA Blaze Pty Ltd Advertising for funding applications under the Settlement Grants Program	\$35 161
Sub-total	\$4 049 236
Total	\$6 095 924

Appendix 4: Ecologically sustainable development and environmental performance

The department's ecologically sustainable development and environmental performance during 2007–08 has focused on the expansion of initiatives to provide wider environmental awareness within the department.

The department is committed to further development of its environmental practices to minimise the environmental impacts of its operations while providing a workplace that conforms to Commonwealth occupational health and safety requirements.

The department's Environmental Management System (EMS) is currently being updated to enhance the documentation which underpins the environmental aspects and provide for better results in a number of areas including:

- energy consumption
- office consumables
- waste to landfill
- transportation
- staff awareness and training.

The enhancement of the EMS will help the department achieve compliance with the new Australia/New Zealand Standard ISO 14001. This standard assists organisations achieve effective environmental management and increase environmental and financial gains.

The department is working towards certification of its EMS for the new building at 5 Chan Street in Belconnen by 2011.

Environmental initiatives undertaken by the department in 2007–08 included:

- promoting and managing a Business Clean Up Day and Mobile Muster in National Office, as well as participating in the inaugural global Earth Hour

- subscribing the entire departmental vehicle fleet to Greenfleet's Vehicle Emissions Offset Program; progressively changing over fleet vehicles to smaller, more fuel efficient vehicles; and using ethanol/petrol blended fuel where possible
- expanding the use of the new style waste recycling bins in National Office to state and territory offices
- joining the Government Agencies Environmental Network to initiate and share best practice ideas and processes across Commonwealth agencies
- including Green Lease Schedule in negotiations for all new office building leases greater than 2000m² and with a lease term over two years. Green Lease Schedule now covers offices in Canberra, Hobart, Perth, Sydney and Brisbane.

To support the implementation of environmental initiatives, the staff volunteer network known as Envirowatch has been further expanded to include state and territory representatives in a whole of department 'Green Forum' that receives senior management support. This enhanced network of environmental 'champions' continues to promote environmental awareness among staff and the development of environmental policy for the department.

Table 117: Ecologically sustainable development and environmental performance

Financial year	Building tenant light and power	Building central services
	Megajoules per person per annum (Target of 7500 to be met by 2011–12)	Megajoules per square metre per annum (Target of 400 MJ to be met by 2011–12)
2003–04	7 519	287
2004–05 ¹	5 940	402
2005–06	6 588	461
2006–07 ²	7 479	639
2007–08	7 486	575

1 The 2004–05 figures (with the exclusion of building central services) are higher due to the addition of Office of Indigenous Policy Coordination (OIPC) to the department's portfolio. The OIPC became part of the Department of Families, Community Services and Indigenous Affairs in 2005–06.

2 The 2006–07 figures are higher than the previous year due to the addition of several new leases to service business demand and provide for a number of large projects. The central services figures increased due to significant operational demands on the department's computer centre due to the *Systems for People* upgrades.

Appendix 5: Discretionary grants

Discretionary grants are payments where the portfolio minister or paying agency has discretion in determining whether or not an applicant receives funding and may or may not impose conditions in return for the grant.

The department administered the following discretionary grants programs during 2007–08:

- Multicultural affairs—Federation of Ethnic Communities' Councils of Australia
- Living in Harmony
- National Action Plan to Build on Social Cohesion, Harmony and Security
- Settlement Grants Program.

Appendix 6: Membership of non-statutory bodies

Immigration Detention Advisory Group

The Hon. John Hodges (chair)
Dr Mohammed Taha Alsalamy
Mr Paris Aristotle, AM
Air Marshal Ray Funnell, AC (retired)
Major General Warren Glenny,
AO, RFD, ED (Retd)
The Hon. Gerry Hand
Associate Professor Harry Minas
The Hon. Margaret Reid, AO
Sister Loreto Conroy
Mr Tsebin Tchen

Immigration Detention Advisory Group—Research Sub-Group

Mr Paris Aristotle, AM
Air Marshal Ray Funnell, AC (Retd)
Associate Professor Harry Minas

Detention Health Advisory Group

Associate Professor Harry Minas (chair)
Mr Jorge Aroche
Ms Sandra Eagar
Ms Amanda Gordon
Professor Ian Hickie
Dr Paul Kotala
Dr Tim Lightfoot
Professor Louise Newman
Dr Gillian Singleton
Associate Professor Anna Whelan
Dr Maxine Whittaker
Dr Choong-Siew Yong
Ms Mary Durkin (observer status)

Detention Health Advisory Group—Mental Health Sub-Group

Professor Louise Newman (chair)
Mr Jorge Aroche
Dr Michael Dudley
Ms Amanda Gordon
Professor Ian Hickie
Associate Professor Nicholas Procter
Dr Choong-Siew Yong

Detention Health Advisory Group—Infectious Disease Sub-Group

Dr Maxine Whittaker (chair)
Dr David Burgner
Dr Natalie Gray
Dr Vicki Krause
Professor Raina MacIntyre
Dr James McCarthy
Ms Doreen Rae

Refugee Resettlement Advisory Council

The Hon. Bruce Baird (chair)
Mr Paul Power
Mr Daniel Zingifuaboro
Mr Mohamad Issa
Ms Samia Baho
Ms Jenny Semple
Mr Paris Aristotle, AM
Mr Kevin Liston
Ms Margaret Piper
Ms Carmel Guerra

Appendix 7: Citizenship statistics

The following tables show the number of people who were conferred Australian citizenship at ceremonies, details of their former nationality/citizenship, and the country in which they were ordinarily resident before entering Australia

Table 118: Previous country of nationality or citizenship of people who were conferred in 2007–08

Previous country or citizenship	Persons
Afghanistan	3 174
Africa (so stated)	4
Albania	77
Algeria	26
American Samoa	5
Angola	3
Argentina	268
Armenia	20
Austria	104
Azerbaijan	7
Bahamas	2
Bahrain	4
Bangladesh	1 067
Barbados	2
Belarus	49
Belgium	252
Belize	1
Bermuda	1
Bolivia	8
Bosnia-Herzegovina	201
Botswana	5
Brazil	316

Previous country or citizenship	Persons
Brunei Darussallam	19
Bulgaria	52
Burkina Faso	3
Burundi	114
Cambodia	463
Cameroon	6
Canada	1 054
Channel Islands	15
Chile	780
China, People's Republic of	8 402
Colombia	285
Congo	128
Congo, Democratic Republic of	3
Cook Islands	3
Costa Rica	8
Cote d'Ivoire	4
Croatia	197
Cuba	21
Cyprus	42
Czech Republic	83
Czechoslovakia, former	7
Denmark	67
Djibouti	5
Dominican Republic	2
Ecuador	43
Egypt, Arab Republic of	395
El Salvador	64
Eritrea	114

*As stated in application forms

Table 118: Previous country of nationality or citizenship of people who were conferred in 2007–08 *continued*

Previous country or citizenship	Persons	Previous country or citizenship	Persons
Estonia	6	Japan	192
Ethiopia	369	Jordan	187
Falkland Islands	1	Kazakhstan	35
Fiji	1 546	Kenya	307
Finland	143	Kiribati	8
France	462	Korea, Democratic People's Republic of	8
French Polynesia	1	Korea, Republic of	2 388
Gambia	2	Kuwait	12
Georgia	3	Kyrgyzstan	19
Germany, Federal Republic of	828	Laos	78
Ghana	131	Latvia	31
Greece	215	Lebanon	1 031
Grenada	1	Liberia	680
Guatemala	2	Libya	3
Guinea	12	Liechtenstein	1
Guyana	7	Lithuania	20
Haiti	2	Luxembourg	1
Hong Kong (SAR of PRC)	1 298	Macau (SAR of PRC)	35
Hungary	107	Macedonia, Former Yugoslav Republic of	276
Iceland	6	Madagascar	2
India	9 053	Malawi	7
Indonesia	2 007	Malaysia	2 717
Iran	736	Maldives	16
Iraq	4 216	Mali, Republic of	2
Ireland	1 474	Malta	965
Isle of Man	4	Marshall Islands	1
Israel	389	Mauritius	384
Italy	1 043	Mexico	81
Jamaica	10		

*As stated in application forms

Table 118: Previous country of nationality or citizenship of people who were conferred in 2007–08 *continued*

Previous country or citizenship	Persons	Previous country or citizenship	Persons
Micronesia, Federated States of	1	Saint Lucia	1
Moldova	23	Samoa	79
Mongolia	1	Saudi Arabia	4
Montenegro, Republic of	2	Senegal	1
Morocco	29	Serbia and Montenegro, former	48
Mozambique	7	Serbia, Republic of	58
Myanmar (Burma)	397	Seychelles	29
Namibia	34	Sierra Leone	491
Nauru	11	Singapore	1 320
Nepal	442	Slovakia	126
Netherlands	689	Slovenia	28
Netherlands Antilles	1	Solomon Islands	40
New Caledonia	4	Somalia	169
New Zealand	6 806	South Africa, Republic of	5 490
Nicaragua	4	Spain	164
Nigeria	151	Sri Lanka	2 921
Norway	19	Sudan	3 017
Oman	2	Suriname, Republic of	1
Pakistan	1 185	Swaziland	3
Palestinian Authority	102	Sweden	330
Panama	4	Switzerland	206
Papua New Guinea	166	Syria	137
Paraguay	3	Tadjikistan	1
Peru	199	Taiwan	870
Philippines	3 827	Tanzania	48
Poland	407	Thailand	1 246
Portugal	300	Timor-Leste, Democratic Republic of	79
Romania	215	Togo	3
Russian Federation	660	Tonga	275
Rwanda	14	Trinidad and Tobago	23

*As stated in application forms

**Table 118: Previous country of nationality
or citizenship of people who
were conferred in 2007–08
*continued***

Previous country or citizenship	Persons
Tunisia	8
Turkey	624
Turkmenistan	4
Tuvalu	6
USSR, former	21
Uganda	48
Ukraine	224
United Arab Emirates	4
United Kingdom	27 369
United States of America	2 003
Uruguay	93
Uzbekistan	43
Vanuatu	5
Venezuela	87
Vietnam	2 185
Yemen	2
Yugoslavia, Federal Republic of	366
Zambia	54
Zimbabwe	972
Not stated/other	2 654
Total	121 221

Table 119: Previous country of residence of people who were conferred in 2007–08

Previous country of residence	Persons	Previous country of residence	Persons
Afghanistan	2 545	Canada	1 076
Africa*	10	Cayman Islands	5
Albania	65	Chad	1
Algeria	20	Channel Islands	46
American Samoa	7	Chile	777
Angola	3	China, People's Republic of	8 298
Argentina	285	Colombia	275
Armenia	23	Congo	86
Australia	1 035	Congo, Democratic Republic of	3
Austria	113	Cook Islands	34
Azerbaijan	7	Costa Rica	7
Bahamas	3	Cote d'Ivoire	11
Bahrain	52	Croatia	181
Bangladesh	999	Cuba	22
Barbados	3	Cyprus	81
Belarus	44	Czech Republic	77
Belgium	208	Czechoslovakia, former	8
Belize	1	Denmark	74
Bermuda	7	Djibouti	7
Bolivia	8	Dominican Republic	3
Bosnia-Herzegovina	192	Ecuador	40
Botswana	79	Egypt, Arab Republic of	1 628
Brazil	316	El Salvador	65
Brunei Darussallam	80	Eritrea	57
Bulgaria	53	Estonia	7
Burkina Faso	4	Ethiopia	229
Burundi	67	Equatorial Guinea	1
Cambodia	446	Fiji	1 550
Cameroon	5	Finland	119

*As stated in application forms

Table 119: Previous country of residence of people who were conferred in 2007–08 *continued*

Previous country of residence	Persons	Previous country of residence	Persons
France	386	Kenya	1 416
French Polynesia	6	Kiribati	9
Gambia	4	Korea, Democratic People's Republic of	11
Gaza Strip*	2	Korea, Republic of	2 292
Georgia	4	Kuwait	57
Germany, Federal Republic of	883	Kyrgyzstan	17
Ghana	343	Laos	55
Greece	252	Latvia	34
Grenada	1	Lebanon	1 148
Guam	1	Lesotho	9
Guatemala	2	Liberia	202
Guinea	572	Libya	20
Guyana	7	Liechtenstein	1
Honduras	3	Lithuania	19
Hong Kong (SAR of PRC)	1 986	Luxembourg	10
Hungary	107	Macau (SAR of PRC)	43
Iceland	4	Macedonia, Former Yugoslav Republic of	269
India	8 128	Madagascar	3
Indonesia	2 028	Malawi	44
Iran	1 709	Malaysia	2 629
Iraq	2 547	Maldives	18
Ireland	1 435	Mali, Republic of	1
Isle of Man	25	Malta	978
Israel	380	Mauritania	1
Italy	983	Mauritius	384
Jamaica	7	Mexico	83
Japan	308	Micronesia, Federated States of	1
Jordan	644	Moldova	21
Kazakhstan	37		

*As stated in application forms

Table 119: Previous country of residence of people who were conferred in 2007–08 *continued*

Previous country of residence	Persons	Previous country of residence	Persons
Monaco	1	Reunion	3
Mongolia	2	Romania	199
Montenegro, Republic of	4	Russian Federation	613
Morocco	25	Rwanda	11
Mozambique	17	Samoa	71
Myanmar (Burma)	321	Saudi Arabia	125
Namibia	38	Senegal	1
Nauru	8	Serbia and Montenegro, former	48
Nepal	408	Serbia, Republic of	194
Netherlands	679	Seychelles	46
Netherlands Antilles	2	Sierra Leone	229
New Caledonia	17	Singapore	1 994
New Zealand	7 014	Slovakia	123
Nicaragua	5	Slovenia	27
Nigeria	127	Solomon Islands	41
Niue	2	Somalia	89
Norfolk Island*	7	South Africa, Republic of	5 802
Northern Mariana Islands	1	South America*	2
Norway	26	Spain	165
Oman	68	Sri Lanka	2 640
Pakistan	1 485	St Vincent and the Grenadines	1
Palestinian Authority	50	Stateless*	34
Panama	4	Sudan	1 832
Papua New Guinea	241	Suriname, Republic of	1
Paraguay	6	Swaziland	13
Peru	182	Sweden	327
Philippines	3 690	Switzerland	231
Poland	386	Syria	372
Portugal	232	Tadjikistan	2
Qatar	34	Taiwan	859

*As stated in application forms

Table 119: Previous country of residence of people who were conferred in 2007–08 *continued*

Previous country of residence	Persons
Tanzania	334
Thailand	1 373
Timor-Leste, Democratic Republic of	109
Togo	1
Tonga	258
Trinidad and Tobago	25
Tunisia	5
Turkey	782
Turks and Caicos Islands	1
Turkmenistan	7
Tuvalu	7
U.S.S.R, former	19
Uganda	372
Ukraine	222
United Arab Emirates	586
United Kingdom	25 523
United States of America	2 203
Unknown*	197
Uruguay	94
Uzbekistan	42
Vanuatu	12
Venezuela	99
Vietnam	2 160
Yemen	8
Yugoslavia, Federal Republic of	294
Zambia	82
Zimbabwe	1 212
Total	121 221

*As stated in application forms

Appendix 8: Compliance with legal services directions

DIAC Legal Services Expenditure 1 July 2007 to 30 June 2008

This is a statement of legal services expenditure by the Department of Immigration and Citizenship for 2007–08, published in compliance with paragraph 11.1 (ba) of the Legal Services Directions 2005.

Description	Cost (ex. GST)
Total legal services expenditure	\$42 330 209
Total external legal services expenditure	\$28 609 232
External expenditure on solicitors ¹	\$22 881 436
External expenditure on counsel	\$4 435 719
Number of matters in which male counsel briefed—1 204 ²	
Estimated value of briefs to male counsel ²	\$2 790 888
Number of matters in which female counsel briefed—571 ²	
Estimated value of briefs to female counsel ²	\$887 329
Disbursements on external legal services	\$1 292 077
Total internal legal services expenditure	\$13 720 977
Salaries	\$12 603 389
Overheads (for example, office stores and stationery, training and travel)	\$1 117 588

¹ As the department has entered into a fixed fee arrangement for the payment of some of its litigation matters, this figure will also include some expenditure on counsel and disbursements that cannot be separately identified.

² These statistics relate to litigation matters only.

Appendix 9: Correction of material errors

The following errors were detected after publication of the Annual Report 2006–07.

Page 38

The total number of Skill Stream visas was incorrectly noted as 97 920, in both the text and Table 4. The correct figure is 97 940.

Page 68, Table 32

The last measure in the table is incorrectly described as '40 sanctions issued where there has been breach of visa and/or sponsorship conditions'. The measure should refer to '408 sanctions'.

Page 70, final paragraph

The final paragraph incorrectly notes the number of sponsors who were formally warned or had a bar imposed on sponsoring workers. The paragraph should read:

'During the year, 313 sponsors were formally warned and 95 sponsors had a bar imposed on sponsoring further workers, including 14 who had their sponsorship agreement cancelled.'

This error was addressed in an erratum inserted in the annual report prior to distribution.

Page 90

The sixth paragraph incorrectly refers to 'formal' Protection visa applicants. The reference should be to 'former' applicants.

Page 104, Figure 17

The y axis within the figure, specifying the number of infringement notices issued to airlines, has been incorrectly increased by a factor of 10. The corrected range should begin at 0 and end at 6000.

Page 121

The figure for removals and departures in 2006–07 was incorrectly noted as 6768 in both the text and Table 45. The correct figure is 9489, comprising 5055 removals, 4433 monitored departures and one criminal deportation.

Page 163

The total figure for people assisted under the Integrated Humanitarian Settlement Strategy was noted as 12 307, comprising 6230 refugees, 5993 Special Humanitarian Program entrants and 84 protection visa holders. The updated figure should be 12 355, comprising 6248 refugees, 6023 Special Humanitarian Program entrants and 84 protection visa holders.

The statistics are obtained from the department's Humanitarian Entrant Management System (HEMS), which is a live database. This correction is a result of data cleansing within HEMS.

Page 353

The Compliance Index incorrectly noted the pages for a series of references, as follows:

Reference	Incorrect	Correct
Impact and features of certified agreements and AWAs	227	230
Training and development undertaken and its impact		240
Statistics on staffing	246	226
Performance pay	241	236

Glossary

4CC	Four Countries Conference
AAT	Administrative Appeals Tribunal
ACSE	Award for Client Service Excellence
ADS	Approved Destination Status
ALO	Airline Liaison Officer
AMEP	Adult Migrant English Program
ANAO	Australian National Audit Office
APEC	Asia-Pacific Economic Cooperation
APIMRP	Australian Population, Immigration and Multicultural Research Program
APP	Advance Passenger Processing
APS	Australian Public Service
ARMS	AMEP Reporting and Management System
ASA	Asylum Seeker Assistance
ASCO	Australian Standard Classification of Occupations
AusAID	Australian Agency for International Development
AUSCO	Australian Cultural Orientation
BVE	Bridging E visa
BSI	Border Security Initiative
CCS	Complex Case Support
CLG	Corporate Leadership Group
CMAL	Central Movement Alert List
COAG	Council of Australian Governments
CPAS	Contracts and Procurement Advice Section
CPG	Commonwealth Procurement Guideline
CSGP	Citizenship Support Grants Program
CSSS	Community Settlement Services Scheme
CSWE	Certificates in Spoken and Written English
DAC	Departmental Audit Committee
DEEWR	Department of Education, Employment and Workplace Relations
DeHAG	Detention Health Advisory Group

DFAT	Department of Foreign Affairs and Trade
DIAC	Department of Immigration and Citizenship
DoHA	Department of Health and Ageing
DRC	Detention Review Committee
DVS	Document Verification Service
EC	European Commission
EU	European Union
EDRC	Executive Detention Review Committee
ELICOS	English Language Intensive Course for Overseas Students
ELT	English Language Tuition
EMS	Environmental Management System
ENS	Employer Nomination Scheme
ETA	Electronic Travel Authority
ETAS	Electronic Travel Authority System
FECCA	Federation of Ethnic Communities' Councils of Australia
FOI	Freedom of Information
GDEN	Global Document Examination Network
GFU	Global Feedback Unit
GSM	General Skilled Migration
HREOC	Human Rights and Equal Opportunity Commission
HSMA	Health and Safety Management Arrangement
IAAAS	Immigration Advice and Application Assistance Scheme
ICS	Immigration and Citizenship Service
ICT	Information and communication technology
ICSE	Integrated Client Services Environment
IDAG	Immigration Detention Advisory Group
IDC	Immigration Detention Centre
IDEAL	Immigration Dilemmas: Ethics, APS Values and Leadership
IECN	International Events Coordinator Network
IGC	Inter-governmental consultations
IHSS	Integrated Humanitarian Settlement Strategy

IOM	International Organization for Migration
IRC	Identity Resolution Centre
ISR	Identity Services Repository
JSCM	Joint Standing Committee on Migration
KPI	Key Performance Indicator
LA	Labour Agreement
LEE	Locally engaged employee
MAL	Movement Alert List
MARA	Migration Agents Registration Authority
MCIMA	Ministerial Council on Immigration and Multicultural Affairs
MCV	Maritime Crew visa
MIA	Migration Institute of Australia Limited
MODL	Migration Occupations in Demand List
MOU	Memorandum of Understanding
MRC	Migrant Resource Centres
MRT	Migration Review Tribunal
MSA	Migrant Service Agencies
MSL	Minimum salary level
NAATI	National Accreditation Authority for Translators and Interpreters
NAP	National Action Plan to Build on Social Cohesion, Harmony and Security
NEAS	National ELT Accreditation Scheme
NGO	Non-government organisations
NIVA	National Identity Verification and Advice
NSCF	National Staff Consultative Forum
NSW	New South Wales
OIPC	Office of Indigenous Policy Coordination
OPC	Offshore Processing Centre
OPC	Office of the Privacy Commissioner
PAES	Portfolio Additional Estimates Statements
PAS	Preferred Aussie Specialist
PBS	Portfolio Budget Statement
PDMS	Pre-departure medical screening

PMC	People Management Committee
PNG	Papua New Guinea
POPC	Perth Offshore Processing Centre
PRC	People's Republic of China
PWR	Parliament of the World's Religions
PY	Professional Year
RCOA	Refugee Council of Australia
RFT	Request for tender
RMAS	Regional Movement Alert System
RPBV	Removal Pending Bridging visa
RRAC	Refugee Resettlement Advisory Council
RSMS	Regional Sponsored Migration Scheme
RRT	Refugee Review Tribunal
SBS	Special Broadcasting Service
SDB	Settlement Database
SES	Senior Executive Service
SfP	Systems for People
SGP	Settlement Grants Program
SHP	Special Humanitarian Program
SRS	Security Referral Service
TAFE	Technical and Further Education
TB	Tuberculosis
THV	Temporary Humanitarian visa
TIS	Translating and Interpreting Service
TPV	Temporary Protection visa
TRIPS	Travel and Immigration Processing System
UHM	Unaccompanied Humanitarian Minor
UK	United Kingdom
UNHCR	United Nations High Commissioner for Refugees
UNICEF	United Nations Children's Fund
USA	United States of America
VCS	Values and Conduct Section
VEVO	Visa Entitlement Verification Online

Compliance index

This report is prepared in accordance with the Requirements for Annual Reports approved by the Joint Committee of Public Accounts and Audit under subsections 63(2) and 70(2) of the *Public Service Act 1999*. This index refers to mandatory and suggested reporting items.

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Performance of purchase/provider arrangements	If applicable, mandatory	Throughout the report
Where performance targets differ from PBS/PAES, details of former and new targets, and reasons for variation	Mandatory	Nil to report

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Discussion of any significant changes from the prior year or from budget	Suggested	Throughout the report
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