

Appendices

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Appendix 1: Classifications and salary rates

Table 102: 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 APS 1 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 103: 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 103: 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 104: 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 105: 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 105: 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 106: 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/or the secretary under various Acts. The minister and 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. These are available in either paper or electronic form. Private viewing of personal files may be done by appointment at state and regional offices.

Initial telephone inquiries 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, Western 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:

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

Table 107: FOI documents maintained

Type	Description
Documents of decision-making bodies ¹	Documents that relate to the business of these bodies including agenda, minutes and other records.
Cabinet documents ¹	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> .

Table 107: FOI 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 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. Legislation and policy instructions are available for purchase via an online subscription service, LEGENDcom, or the department's website. The <i>Freedom of Information Handbook</i> is available from the department's 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 Department of the Prime Minister and Cabinet. In addition, non-personal FOI releases since 30 April 2009 are listed on the department's website.

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 www.immi.gov.au and at the public inquiry 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 2008–09.

Table 108: Expenditure on advertising and marketing

Advertising agencies	Value
HMA Blaze Pty Ltd: eVisitor Campaign	\$12 375
Avant Card: Volunteers Week 2009 postcard	\$15 114
HMA Blaze Pty Ltd: Settlement Grants Program	\$41 099
Sub-total	\$ 68 588
Market research organisations	Value
Cubit Media Research Pty Ltd: Contract for media positioning analysis	\$27 775
Media advertising	Value
HMA Blaze Pty Ltd: Provision of advertising services—revision of the Australian citizenship test book tender	\$15 102
HMA Blaze Pty Ltd: Integrated communications—development of Australian citizenship course tender	\$15 687
Associated Newspapers Ltd: Metro Newspaper London	\$20 000
Australia Day Foundation—Skills expo promotion through G'day UK website	\$21 000
Wieck Australasia Pty Ltd: DIAC online newsroom	\$79 420
HMA Blaze Pty Ltd: Advertising to announce the Diverse Australia Program community grants funding round	\$95 797
Sub-total	\$247 006
Total	\$343 369

Appendix 4: Ecologically sustainable development and environmental performance

During 2008–09 the department has continued to focus on ecologically sustainable development and environmental performance. By making more efficient use of energy, water, paper and procurement of materials the department is seeking to reduce the environmental impact of its operations. This has included the expansion of initiatives to provide wider environmental awareness within the department Australia-wide.

The following provides a summary of the department's environmental management performance and activities in accordance with this framework.

National Environmental Policy

On 24 April 2009, the secretary endorsed the department's National Environmental Policy. This policy establishes the goals and actions for the department. It recognises that all activities, products and services within the defined scope of departmental activities, products and services can cause an impact on the environment. It sets out the level of environmental responsibility and performance required by the department including:

- continually reviewing and improving the department's environmental performance by setting objectives and targets appropriate to the nature, scale and impact of its operations
- ensuring the use of processes, practices, techniques, materials, products, services and/or energy to avoid, reduce or control the creation, emission or discharge of any type of pollutant or waste in order to reduce adverse environmental impacts
- complying with applicable federal, state and territory government environmental legislation, regulations, policies, initiatives and other requirements which relate to department's environmental aspects.

Environmental Management System

The department is in the process of developing an Environmental Management System (EMS) to help it meet the objectives of its environmental policy. The EMS is expected to be implemented in late 2009. It will be a strategic tool for managing the impact of the department's activities on the environment and will provide a structured approach to the department's daily operations by assisting in the planning and the implementation of environmental protection measures.

The development of the EMS is based on the international standard AS/NZS 1SO 14001. In doing so, the department aims to set an example of leadership in the field of EMS.

Green initiatives

Environmental initiatives undertaken by the department during 2008–09 include:

- promotion and participation in Business Clean Up Day and Earth Hour
- implementation of battery recycling and continuation of mobile phone recycling in National Office
- the continued rollout of the three stream waste disposal system of bins (landfill, recyclables and organic) used in National Office to state and territory offices
- replacement of fleet vehicles at lease end with smaller, more fuel efficient vehicles and the continued use of ethanol e10/petrol blended fuel where possible
- inclusion of the Green Lease Schedule in new building leases within Australia as required by the Energy Efficiency in Government Operations Policy.

These include new leases for 5 Chan Street in Canberra, 833 Wellington Street in Perth and 188 Collins Street in Hobart. Green Lease Schedules are now in place in Canberra, Hobart, Perth, Sydney and Brisbane

- a continued commitment to sourcing properties with a National Australian Built Environment Rating System rating of 4.5 stars or more. These sites include 5 Chan Street in Canberra and 833 Wellington Street in Perth
- continued participation in the Government Agencies Environmental Network to initiate and share best practice ideas and initiatives across Commonwealth agencies.

Environmental Sustainability Network

As part of its commitment to fostering environmental responsibility across all its offices within Australia, the department has supported the development of a National Sustainability Network comprising representatives from each of its offices.

This network of environmental champions supports the implementation of

environmental initiatives and continues to promote environmental awareness among staff by:

- explaining waste separation to new employees
- advising colleagues of new environmental initiatives as they arise
- helping to monitor, implement and review environmental programs
- arranging training sessions with Property section if required.

Energy performance

Table 109 outlines the department's energy performance against Energy Efficiency in Government Operations targets for 2011–12.

During 2008–09, the department has increased its awareness and understanding of energy usage. This analysis had enabled the department to implement some simple measures which have reduced the amount of energy used for tenant light and power despite an increase in operational demands and some office relocations. A considerable reduction in the Office Central Services category has also resulted from better data gathering and analysis.

Table 109: Ecologically sustainable development and environmental performance

Financial year	Office tenant light and power	Office central services
	Megajoules per person per annum (Target of 7 500 megajoules by 2012)	Megajoules per square metre per annum (Target of 400 megajoules by 2012)
2005–06	6 588	461
2006–07	7 479	639
2007–08	7 486	575
2008–09	7 268	435

Appendix 5: 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 grant programs for the period 1 July 2008 to 31 December 2008:

- Diverse Australia Program (formerly Living in Harmony).
- Settlement Grants Program.
- Sustainable Regional Settlement Program.

The department administered the following grant programs for the period 1 January 2009 to 30 June 2009:

- Diverse Australia Program (formerly Living in Harmony).
- Settlement Grants Program.
- Sustainable Regional Settlement Program.
- National Action Plan.

Information on grants awarded by the Department of Immigration and Citizenship since January 2009 is available at www.immi.gov.au

Appendix 6: Membership of non-statutory bodies

Australian Multicultural Advisory Council membership

Mr Andrew Demetriou (Chair)
Mr Susai Benjamin
Dr Hass Dellal OAM
Ms Joumanah El Matrah
Ms Carmen Garcia
Dr Sylwia Greda-Bogusz
Ms Rhonda Jacobsen
Ms Gail Ker
Ms Voula Messimeri AM
Ms Nola Randall-Mohk
Mr Brian Schwartz AM
Judge Rauf Soulio
Dr Casta Tungaraza
Inspector Craig Waterhouse
Professor Samina Yasmeen
Mrs Katie Young OAM

Detention Health Advisory Group

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

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 (retired)
Major General Warren Glenny, AO, RFD,
ED (retired)
The Hon. Gerry Hand
Associate Professor Harry Minas
The Hon. Margaret Reid, AO
Mr Tsebin Tchen

Refugee Resettlement Advisory Council

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

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 110: Previous country of nationality or citizenship of people who were conferred in 2008–09

Previous country of nationality or citizenship	Persons	Previous country of nationality or citizenship	Persons
Afghanistan	1 729	Burundi	214
Africa (so stated)	1	Cambodia	353
Albania	95	Cameroon	19
Algeria	18	Canada	853
American Samoa	1	Cape Verde	1
Andorra	1	Chad	1
Angola	3	Chile	217
Argentina	161	China, People's Republic of	6 697
Armenia	19	Colombia	302
Austria	50	Congo, Democratic Republic of	133
Azerbaijan	10	Congo	115
Bahrain	6	Costa Rica	4
Bangladesh	1 755	Cote d'Ivoire	12
Barbados	1	Croatia	90
Belarus	26	Cuba	27
Belgium	169	Cyprus	23
Belize	1	Czech Republic	62
Bhutan	5	Czechoslovakia, former	3
Bolivia	5	Denmark	47
Bosnia and Herzegovina	150	Djibouti	3
Botswana	11	Dominica	3
Brazil	344	Dominican Republic	3
Brunei Darussalam	22	Ecuador	28
Bulgaria	59	Egypt	523

Table 110: Previous country of nationality or citizenship of people who were conferred in 2008–09 *continued*

Previous country of nationality or citizenship	Persons
El Salvador	18
Eritrea	151
Estonia	6
Ethiopia	259
Fiji	973
Finland	89
France	370
French Polynesia	1
Gabon	1
Georgia	9
Germany, Federal Republic of	736
Ghana	98
Greece	101
Grenada	1
Guatemala	3
Guinea	13
Guyana	8
Hong Kong (SAR of PRC)	1 036
Hungary	139
Iceland	3
India	9 088
Indonesia	935
Iran	820
Iraq	2 148
Ireland	903
Isle of Man	3
Israel	353

Previous country of nationality or citizenship	Persons
Italy	488
Jamaica	10
Japan	109
Jordan	222
Kazakhstan	54
Kenya	308
Kiribati	2
Korea, Democratic People's Republic of	10
Korea, Republic of	1 211
Kosovo	3
Kuwait	11
Kyrgyzstan	13
Laos	30
Latvia	29
Lebanon	682
Lesotho	2
Liberia	381
Libya	6
Lithuania	7
Luxembourg	1
Macau (SAR of PRC)	27
Macedonia, Former Yugoslav Republic of	207
Madagascar	6
Malawi	4
Malaysia	1 771
Maldives	11
Mali	1

Table 110: Previous country of nationality or citizenship of people who were conferred in 2008–09 *continued*

Previous country of nationality or citizenship	Persons	Previous country of nationality or citizenship	Persons
Malta	212	Portugal	116
Mauritania	2	Qatar	2
Mauritius	303	Romania	176
Mexico	112	Russian Federation	642
Moldova	22	Rwanda	49
Mongolia	17	Samoa	26
Montenegro	2	Saudi Arabia	14
Morocco	30	Senegal	6
Mozambique	4	Serbia and Montenegro, former	56
Myanmar (Burma)	485	Serbia, Republic of	68
Namibia	20	Seychelles	36
Nauru	1	Sierra Leone	282
Nepal	298	Singapore	1 098
Netherlands	395	Slovakia	92
New Caledonia	2	Slovenia	30
New Zealand	3 744	Solomon Islands	25
Nicaragua	2	Somalia	152
Niger	3	South Africa	4 128
Nigeria	191	Spain	72
Norway	17	Sri Lanka	2 196
Oman	2	Sudan	1 430
Pakistan	1 186	Swaziland	1
Palestinian Authority	77	Sweden	217
Panama	3	Switzerland	177
Papua New Guinea	154	Syria	122
Paraguay	6	Taiwan	760
Peru	176	Tajikistan	8
Philippines	3 450	Tanzania	30
Poland	317		

Table 110: Previous country of nationality or citizenship of people who were conferred in 2008–09 *continued*

Previous country of nationality or citizenship	Persons
Thailand	871
Timor-Leste, Democratic Republic of	18
Tonga	79
Trinidad and Tobago	9
Tunisia	6
Turkey	371
Turkmenistan	2
USSR, former	13
Uganda	38
Ukraine	226
United Arab Emirates	11
United Kingdom	18 510
United States of America	1 411
Uruguay	33
Uzbekistan	32
Vanuatu	5
Venezuela	128
Vietnam	1 519
Yemen	14
Yugoslavia, Federal Republic of	223
Zambia	43
Zimbabwe	803
Not stated/other	1 126
Total persons conferred	86 981

Table 111: Previous country of residence of people who were conferred in 2008–09

Previous country of residence	Persons	Previous country of residence	Persons
Afghanistan	1 316	Chad	1
Africa (so stated)	1	Channel Islands	15
Albania	83	Chile	219
Algeria	13	China, People's Republic Of	6 652
Angola	7	Colombia	298
Argentina	164	Congo	44
Armenia	18	Congo, Democratic Republic Of	85
Australia	768	Cook Islands	8
Austria	64	Costa Rica	2
Azerbaijan	16	Cote d'Ivoire	7
Bahamas	2	Croatia	89
Bahrain	60	Cuba	24
Bangladesh	1 663	Cyprus	45
Barbados	3	Czech Republic	71
Belarus	27	Czechoslovakia, former	4
Belgium	157	Denmark	46
Belize	1	Djibouti	8
Bermuda	11	Dominica	1
Bhutan	7	Dominican Republic	3
Bolivia	6	Ecuador	27
Bosnia-Herzegovina	154	Egypt, Arab Republic Of	852
Botswana	71	El Salvador	16
Brazil	335	Eritrea	48
Brunei Darussalam	71	Estonia	7
Bulgaria	52	Ethiopia	198
Burundi	94	Fiji	989
Cambodia	351	Finland	77
Cameroon	17	France	325
Canada	857	French Polynesia	6

Table 111: Previous country of residence of people who were conferred in 2008–09
continued

Previous country of residence	Persons
Gabon	1
Gambia	1
Georgia	8
Germany, Federal Republic of	740
Ghana	225
Greece	127
Guam	2
Guatemala	2
Guinea	238
Guyana	10
Honduras	3
Hong Kong (SAR of PRC)	1 598
Hungary	136
Iceland	5
India	8 143
Indonesia	939
Iran	1 347
Iraq	1 317
Ireland	772
Isle of Man	15
Israel	352
Italy	426
Jamaica	9
Japan	193
Jordan	355
Kazakhstan	57
Kenya	720
Kiribati	2

Previous country of residence	Persons
Korea, Democratic Peoples Republic Of	10
Korea, Republic Of	1 163
Kosovo	9
Kuwait	60
Kyrgyzstan	12
Laos	25
Latvia	33
Lebanon	723
Lesotho	7
Liberia	126
Libya	11
Lithuania	4
Luxembourg	7
Macau (SAR of PRC)	40
Macedonia, Former Yugoslav Republic of	200
Madagascar	6
Malawi	28
Malaysia	1 713
Maldives	13
Mali, Republic of	1
Malta	212
Mauritania	2
Mauritius	295
Mexico	114
Micronesia, Federated States of	1
Moldova	19
Monaco	2

Table 111: Previous country of residence of people who were conferred in 2008–09
continued

Previous country of residence	Persons	Previous country of residence	Persons
Mongolia	17	Qatar	33
Montenegro	8	Romania	162
Morocco	20	Russian Federation	607
Mozambique	11	Rwanda	16
Myanmar (Burma)	319	Samoa	34
Namibia	31	Saudi Arabia	94
Nauru	5	Senegal	7
Nepal	277	Serbia and Montenegro, former	29
Netherlands	394	Serbia, Republic of	158
Netherlands Antilles	2	Seychelles	37
New Caledonia	10	Sierra Leone	180
New Zealand	3 895	Singapore	1 639
Nicaragua	1	Slovakia	85
Niger	2	Slovenia	31
Nigeria	138	Solomon Islands	30
Norfolk Island (so stated)	1	Somalia	77
Norway	23	South Africa, Republic Of	4 217
Oman	81	South America (so stated)	2
Pakistan	1 299	Spain	86
Palau	4	Sri Lanka	1 956
Palestinian Authority	24	Stateless (so stated)	4
Panama	2	Sudan	982
Papua New Guinea	211	Swaziland	10
Paraguay	6	Sweden	223
Peru	169	Switzerland	228
Philippines	3 327	Syria	337
Poland	307	Taiwan	738
Portugal	77	Tajikistan	7

Table 111: Previous country of residence of people who were conferred in 2008–09
continued

Previous country of residence	Persons
Tanzania	266
Thailand	1 069
Timor-Leste, Democratic Republic of	31
Tonga	76
Trinidad and Tobago	17
Tunisia	6
Turkey	449
Turkmenistan	1
Tuvalu	1
USSR, former	17
Uganda	238
Ukraine	213
United Arab Emirates	556
United Kingdom	17 712
United States Of America	1 563
Unknown	70
Uruguay	31
Uzbekistan	28
Vanuatu	18
Venezuela	126
Vietnam	1 499
Yemen	21
Yugoslavia, Federal Republic Of	137
Zambia	95
Zimbabwe	936
Total persons conferred	86 981

Appendix 8: Compliance with legal services directions

This is a statement of legal services expenditure by the Department of Immigration and Citizenship for 2008–09, published in compliance with paragraph 11.1 (ba) of the *Legal Services Directions 2005*.

Table 112: Legal services expenditure 1 July 2008 to 30 June 2009

Description	Cost (excluding GST)
Total legal services expenditure	\$36 201 411
Total external legal services expenditure	\$22 484 263
External expenditure on solicitors ¹	\$19 068 113
External expenditure on counsel	\$2 737 454
Number of matters in which male counsel briefed—7902	
Estimated value of briefs to male counsel ²	\$1 785 345
Number of matters in which female counsel briefed—3782	
Estimated value of briefs to female counsel ²	\$767 394
Disbursements on external legal services	\$678 696
Total internal legal services expenditure	\$13 717 148
Employees ³	\$11 875 923
Overheads (for example, office stores and stationery, training and travel)	\$1 841 225

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.

3. In previous years, this category has been called 'Salaries'. This category continues to include the same expenses as calculated in previous years but is more appropriately referred to as "Employees" given it includes employee salaries and direct salary on-costs such as superannuation and long service leave etc.

Appendix 9: Correction of material errors

The following errors were detected after publication of the *Annual Report 2007–08*.

Page 2

Table 1: Snapshot of activity in 2007–08

The Skill Stream outcome for 2007–08 was incorrectly reported as 108 452. The correct figure was 108 542.

Page 8

Under the heading Immigration compliance and detention, the percentage of non-citizens detained following their location by the department was reported as 15 per cent. The correct figure is 'about 17 per cent' as recorded on page 109.

Page 25

Table 2: Summary of financial performance 2007–08

Table 2 records an operational expense overspend for Output 1.8 of approximately \$20 million. The budget figure in this table represents the *Systems for People* direct appropriation only and excludes the additional funding of approximately \$20 million received as a result of Identity Services Resolution, Global Systems Environment and Maritime Crew Visa projects being rolled into the *Systems for People* Outputs 1.8 and 2.5. The correct figure should indicate a budgeted amount of \$91.618 million for Output 1.8.

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Table 76: Decisions on citizenship status—performance information

The number of decisions on citizenship applications (including applications for conferral, descent and resumption) for 2007–08 was incorrectly recorded as 116 831. The figure should have been 116 485.

Glossary

4CC	Four Country Conference	AWOTE	Average Weekly Ordinary Time Earnings
AAT	Administrative Appeals Tribunal	BVE	Bridging visa E
ACT	Australian Capital Territory	BIO	Border Intelligence Officer
ACSE	Award for Client Service Excellence	CA	Collective Agreement
ADF	Australian Defence Force	CCS	Complex Case Support
AFP	Australian Federal Police	CMAL	Central Movement Alert List
ADS	Approved Destination Status	COG	College of Immigration Oversight Group
AHRC	Australian Human Rights Commission	CPG	Commonwealth Procurement Guideline
ALO	Airline Liaison Officer	CSGP	Citizenship Support Grants Program
AMEP	Adult Migrant English Program	CSL	Critical Skills List
ANAO	Australian National Audit Office	CSRS	Community Status Resolution Service
APEC	Asia-Pacific Economic Cooperation	CSWE	Certificates in Spoken and Written English
APMIRP	Australian Population, Multicultural and Immigration Research Program	DAC	Departmental Audit Committee
APP	Advance Passenger Processing	DAP	Diverse Australia Program
APS	Australian Public Service	DeHAG	Detention Health Advisory Group
ASA	Asylum Seeker Assistance	DFAT	Department of Foreign Affairs and Trade
ASCO	Australian Standard Classification of Occupations	DIAC	Department of Immigration and Citizenship
ASEAN	Association of South East Asian Nations	DLO	Department Liaison Officer
ASIC	Australian Securities and Investment Commission	DVS	Document Verification Service
ASIO	Australian Security Intelligence Organisation	EC	European Commission
AusAID	Australian Agency for International Development	EU	European Union
AUSCO	Australian Cultural Orientation	ELICOS	English Language Intensive Course for Overseas Students
AWA	Australian Workplace Agreement	ELT	English Language Tuition

EMMP2	Enhanced Migration Management Phase II Project	IHSS	Integrated Humanitarian Settlement Strategy
EMS	Environmental Management System	IMA	Irregular Maritime Arrivals
ETA	Electronic Travel Authority	IMtel	Immigration Intelligence Repository
ETAS	Electronic Travel Authority System	IOM	International Organization for Migration
FECCA	Federation of Ethnic Communities' Councils of Australia	IRC	Identity Resolution Centre
FOI	Freedom of Information	ISR	Identity Services Repository
G4S	Detention Services Provider	IWWN	Illegal Worker Warning Notice
GDEN	Global Document Examination Network	KPI	Key Performance Indicator
GFMD	Global Forum on Migration and Development	LEE	Locally engaged employee
GSM	General Skilled Migration	MAL	Movement Alert List
GVP	Generic Visa Portal	MARA	Migration Agents Registration Authority
HR	Human Resources	MCV	Maritime Crew visa
IAAAS	Immigration Advice and Application Assistance Scheme	MIA	Migration Institute of Australia
ICS	Immigration and Citizenship Service	MOU	Memorandum of Understanding
ICT	Information and communication technology	MP	Member of Parliament
ICSE	Integrated Client Services Environment	MRT	Migration Review Tribunal
IDAG	Immigration Detention Advisory Group	MSL	Minimum salary level
IDC	Immigration Detention Centre	MYSA	Multicultural Youth South Australia
IDEAL	Immigration Dilemmas: Ethics, APS Values and Leadership	NAATI	National Accreditation Authority for Translators and Interpreters
IECN	International Events Coordinator Network	NADC	National Australia Day Council
IGC	Inter-governmental consultations	NAIDOC	National Aborigines and Islander Day Observance Committee
IHMS	International Health and Medical Services	NAP	National Action Plan to Build on Social Cohesion, Harmony and Security
		NEAS	National ELT Accreditation Scheme
		NGO	Non-government organisations

NILS	No-Interest Loan Scheme	RSA	Refugee Status Assessment
NIVA	National Identity Verification and Advice	SCoA	Settlement Council of Australia
NSCF	National Staff Consultative Forum	SES	Senior Executive Service
NSW	New South Wales	SfP	<i>Systems for People</i>
OECD	Organisation for Economic Cooperation and Development	SGP	Settlement Grants Program
OHS	Occupational Health and Safety	SHP	Special Humanitarian Program
PAS	Preferred Aussie Specialist	SIA	Social Inclusion Agenda
PBS	Portfolio Budget Statement	SIEV	Suspected Irregular Entry Vessel
PDMS	Pre-departure medical screening	SRO	Senior Review Officer
PIDC	Pacific Immigration Directors' Conference	SRS	Security Referral Service
PLFM	Performance Linked Fee Matrix	TB	Tuberculosis
PMC	People Management Committee	TCAP	Temporary Community Access Permission
PNG	Papua New Guinea	THV	Temporary Humanitarian visa
PSM	Public Service Medal	TIS	Translating and Interpreting Service
PSWPS	Pacific Seasonal Worker Pilot Scheme	TPV	Temporary Protection visa
PV	Protection visa	TRIPS	Travel and Immigration Processing System
PRC	People's Republic of China	UHM	Unaccompanied Humanitarian Minor
PWR	Parliament of the World's Religions	UK	United Kingdom
RCOA	Refugee Council of Australia	UN	United Nations
RMAS	Regional Movement Alert System	UNHCR	United Nations High Commissioner for Refugees
RoS	Resolution of Status	UNICEF	United Nations Children's Fund
RPBV	Removal Pending Bridging visa	USA	United States of America
RRAC	Refugee Resettlement Advisory Council	VCS	Values and Conduct Section
RRT	Refugee Review Tribunal	VEVO	Visa Entitlement Verification Online
		VOIP	Voice Over Internet Protocol
		WHM	Working Holiday Maker

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.

Table 113: Compliance index

Description	Requirement	Page
Letter of transmittal	Mandatory	iii
Table of contents	Mandatory	v–xiii
Glossary	Mandatory	360–362
Index	Mandatory	368–384
Contact officer	Mandatory	ii
Internet home page address and internet address for report	Mandatory	ii
Review by secretary		
Review by departmental secretary	Mandatory	4–13
Summary of significant issues and developments	Suggested	6 (response to global economic crisis), 7 (60th anniversary of citizenship, new directions in detention and compliance)
Overview of department's performance and financial results	Suggested	26–27
Outlook for 2009–10	Suggested	13
Significant issues and developments—portfolio	Suggested	6, 18 (establishment of the Office of the Migration Agents Registration Authority (MARA))
Overview		
Overview description of department	Mandatory	18–21
Role and functions	Mandatory	18–19
Organisational structure	Mandatory	22–23
Outcome and output structure	Mandatory	24–25
Where outcomes and output structures differ from PBS format, details of variation and reasons for change	Mandatory	No variations occurred
Portfolio structure	Mandatory	18

Table 113: Compliance index *continued*

Description	Requirement	Page
Report on performance		
Review of performance in relation to outputs and contribution to outcomes	Mandatory	31–163, 165–221
Actual performance in relation to performance targets set out in PBS/PAES	Mandatory	31–163, 165–221
Performance of purchaser/provider arrangements	If applicable, mandatory	259
Where performance targets differ from PBS/PAES, details of former and new targets, and reasons for variation	Mandatory	39, 41–42 (reduction in the permanent migration Skill Stream planning level)
Narrative discussion and analysis of performance	Mandatory	31–163, 165–221
Trend information	Suggested	31–163, 165–221
Factors, events or trends influencing performance	Suggested	26 (response to global economic crisis, increase in irregular maritime arrivals, new directions in detention) 31–163, 165–221
Significant changes in nature of principal functions or services	Suggested	40, 163 (establishment of Office of the MARA)
Performance against service charter, customer service standards, complaints data and the response to complaints	Mandatory	236–237
Social justice and equity impacts	Suggested	172–185, 194–199
Discussion and analysis of financial performance	Mandatory	26–27
Discussion of any significant changes from the prior year or from budget	Suggested	Nil
Agency resource statement and summary resource tables by outcomes	Mandatory	28–29
Developments since the end of the financial year that have affected or may significantly affect operations or financial results in future	If applicable, mandatory	Nil

Table 113: Compliance index *continued*

Description	Requirement	Page
Management and accountability		
Statement of the main corporate governance practices in place	Mandatory	224–228
Names of the senior executive and their responsibilities	Suggested	16–17, 22–23
Senior management committees and their roles	Suggested	224–225, 227, 246–248
Corporate and operational planning and associated performance reporting and review	Suggested	11, 19, 224
Approach adopted to identifying areas of significant financial or operational risk and arrangements in place to manage risks	Suggested	226
Agency heads are required to certify that their agency comply with the Commonwealth Fraud Control Guidelines	Mandatory	226–227
Policy and practices on the establishment and maintenance of appropriate ethical standards	Suggested	245–248
How nature and amount of remuneration for SES officers is determined	Suggested	248
External scrutiny		
Significant developments in external scrutiny	Mandatory	229–234
Judicial decisions and decisions of administrative tribunals	Mandatory	229
Reports by the Auditor-General, a parliamentary committee or the Commonwealth Ombudsman	Mandatory	9–10, 128–129, 230–234
Management of human resources		
Assessment of effectiveness in managing and developing human resources to achieve departmental objectives	Mandatory	238

Table 113: Compliance index *continued*

Description	Requirement	Page
Management of human resources		
Workforce planning, staff turnover and retention	Suggested	244
Impact and features of certified agreements and AWAs	Suggested	248–251
Training and development undertaken and its impact	Suggested	245
Occupational health and safety performance	Suggested	252–255
Productivity gains	Suggested	46–47 (consolidation of visa processing centres), 143–146, 200–202 (<i>Systems for People</i> program)
Statistics on staffing	Mandatory	238–244
Certified agreements and AWAs	Mandatory	248–251, 338–342
Performance pay	Mandatory	248–251
Assets management		
Assessment of effectiveness of assets management	Mandatory	258
Purchasing		
Assessment of purchasing against core policies and principles	Mandatory	259
Consultants		
Number of consultancy services contracts let and total expenditure on consultancy services	Mandatory	260
Competitive tendering and contracting, contracts let and outcomes	Mandatory	260–267
Contracts exempt from the AusTender process	Mandatory	260
Competitive tendering and contracting		
Absence of provisions in CTC contracts allowing access by the Auditor-General	Mandatory	268

Table 113: Compliance index *continued*

Description	Requirement	Page
Commonwealth Disability Strategy		
Report on performance in implementing the Commonwealth Disability Strategy	Mandatory	256
Financial statements		
Financial statements	Mandatory	269–336
Other information		
Occupational health and safety—section 74 of the <i>Occupational Health and Safety (Commonwealth Employment) Act 1991</i>	Mandatory	252–255
Freedom of information—subsection 8(1) of the <i>Freedom of Information Act 1982</i>	Mandatory	235, 343–344
Advertising and market research—section 311A of the <i>Commonwealth Electoral Act 1918</i>	Mandatory	345
Ecologically sustainable development and environmental performance—section 516A of the <i>Environment Protection and Biodiversity Conservation Act 1999</i>	Mandatory	346–347
Grants	Mandatory	348
Correction of material errors in previous annual report	Mandatory	359

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