

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS
ATTORNEY-GENERAL'S DEPARTMENT

Portfolio

Question No. 134

Senator Humphries asked the following question at the hearing on 24 May 2012:

Staffing

- a) Will there be any training after the 2012 Calendar year for 2012 Graduates? If yes, please detail including costs and what the training is.
- b) What was the cost for recruiting 2012 Graduates. Please itemise and detail costs.

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

Attorney-General's Department

- a) No. The 2012 graduates will conclude their training as part of the graduate program before 31 December 2012.
- b) The total cost for recruiting the 2012 graduates was \$32,866.97. This comprised of the following:

2012 Graduate Recruitment Costs	
Recruitment Costs	\$22,158.20
Medical Assessments	\$4,076.36
Advertising	\$6,632.41
TOTAL	\$32,866.97

Australian Customs and Border Protection Service

- a) No. The 2012 Graduates conclude the training component of their program in December 2012.
- b) The total cost for recruiting the 31 graduates engaged during 2012 was \$167,393.46. This total was comprised of:

2012 Graduate Actual Recruitment Costs	
Assessment Centre	\$123,315.04
Travel costs for recruitment provider	\$4,987.42
Medical Assessment	\$4,077.00
Advertising	\$27,456.00
Reimbursement of travel costs for successful applicants	\$7,558.00
TOTAL	\$167,393.46

Australian Federal Police

- a) The majority of training for the 2012 graduates takes place in the 2012 calendar year. The graduates are scheduled to undertake training relating to career management in early 2013. This cost is \$2850 for the group of 20 AFP graduates.
- b) The total cost for recruiting the 2012 AFP graduates was \$88,646.54. The costs relate primarily to venue hires required for conducting assessment centres in four capital cities (Canberra, Sydney, Melbourne and Brisbane), scribe services and travel and overheads for AFP staff participating at assessment centres and interview panels. There were no costs associated with marketing and promotion since graduate websites were used for this purpose.

The cost breakdown is detailed below:

- Venue hire for interviews and assessment centres: \$38,184.30
- Scribe Services: \$20,161.00
- Flights and accommodation for AFP staff required to administer assessment centres and participate on interview panels in four locations: \$30,301.24

Graduate recruitment processes and assessment centres will be held in Canberra, Sydney, Melbourne and Brisbane. The costs listed above relate to total venue hires and airfares for AFP staff assisting at graduate assessment centres and participating on recruitment panels.

Australian Government Solicitor

- a) At the end of 2012, graduates from the 2012 graduate program will be allocated to particular AGS legal practice groups and future training will be undertaken as part of their normal continuing legal professional development.
- b) Nine law graduates from around Australia commenced with AGS in February 2012. The total cost of their recruitment (including staffing, advertising, design and marketing material costs) is estimated to be about \$19,000. It is not practical for AGS to provide further details having regard to the records kept and AGS's role as a government business enterprise.

Australian Transaction Reports and Analysis Centre

- a) Yes. The detail and cost of such training is unknown. AUSTRAC has one graduate officer in 2012. The 2012 graduate program will be completed in January 2013, after which the graduate will participate in the agency's usual learning and development activities.
- b) \$2,497 which was the cost of relocation expenses of the successful graduate.

The following agencies do not have a 2012 Graduate Program:

Administrative Appeals Tribunal

Australian Commission for Law Enforcement Integrity

Australian Crime Commission

Australian Human Rights Commission

Australian Law Reform Commission

Australian Security Intelligence Organisation

Commonwealth Director of Public Prosecutions

CrimTrac

Family Court of Australia

Federal Court

Federal Magistrates Court of Australia

High Court of Australia

Insolvency and Trustee Service Australia

Institute of Criminology

National Native Title Tribunal

Office of Parliamentary Counsel

Office of the Australian Information Commissioner