

Senate Finance and Public Administration Legislation Committee

ANSWERS TO QUESTIONS ON NOTICE

ADDITIONAL ESTIMATES 2010-2011

Prime Minister and Cabinet Portfolio

Department of the Prime Minister and Cabinet

Question: PM64

Topic: Merit and Transparency in Senior Public Service Appointments

Asked By: Senator Ronaldson

Type of Question: Written

Date set by the committee for the return of answer: 15 April 2011

Number of pages: 21

Referring to the press release titled New Arrangements for Merit and Transparency in Senior Public Service Appointments issued on 5 February 2008, and the guidelines thereafter issued:

Of the list of agency heads and statutory office holders identified for coverage under the protocols:

1. On what terms is each of the agency heads and statutory office holders employed?

a. This answer should include the office holder's name, date of first appointment to that position, date of expiry of term(s), date of reappointment(s), date of expiry of existing tenure and any special legislative requirements which may be attached to this position.

2. Where a new appointment has been made since 5 February 2008:

a. On what dates and in which publications were the position advertised?

b. How many candidates applied?

c. How many were interviewed?

d. Was the candidate originally selected by the 'merit and openness' process for each position subsequently appointed by the Minister?

e. For what period of time was the appointment made?

3. For each of the positions covered by the Merit and Transparency process, how many and which ones are positions appointed by the Minister upon the recommendation of a Board

4. What additional criteria apply to each of the positions covered by the Merit and Transparency process?

5. In how many appointments did the Minister seek to make an appointment that was not recommended by the Secretary in the Merit and Transparency process?

a. In each case, on what date did the Minister write to the Prime Minister seeking approval?

b. On what date did the Prime Minister respond?

c. In each case, did the Prime Minister support the Minister's recommendation?

d. Can a copy of all relevant correspondence be provided to the committee?

6. How many and which positions have other legislative provisions which relate to an appointment over and above this process?

7. How many and which appointments have been made for less than five years?

Answer:

The responses for the following PM&C portfolio agencies are listed in the table below. The answer relates to appointments made since 5 February 2008, the date of effect of the guidelines on *Merit and Transparency: Merit –based selection of APS agency heads and APS statutory office holders* ('the Guidelines').

Agency heads:

Australian Film Commissioner (ceased to exist 1 July 2008)

Australian National Maritime Museum (Director)

National Library of Australia (Director-General)

National Museum of Australia (Director)

National Archives of Australia (Director- General)

Screen Australia (CEO)

National Film and Sound Archive (CEO)

Australian Sports Anti-Doping Authority (Chair)
Australian Institute of Family Studies (Director)
Office of National Assessments (Director-General)
Office of the Commonwealth Ombudsman (Ombudsman)
Office of the Australian Information Commissioner (Commissioner)
Office of the Inspector-General of Intelligence and Security (Inspector- General)
Old Parliament House (CEO)

Statutory Offices (not agency heads)

Australian Public Service Commission (Merit Protection Commissioner – this has not been included in the table as the appointment was made prior to 5 February 2008)
Office of the Commonwealth Ombudsman (Deputy Commonwealth Ombudsman)
Office of the Australian Information Commissioner (FOI Commissioner) (Privacy Commissioner)

Q	Question	Office of the Commonwealth Ombudsman		
		Former appointee to office of Commonwealth Ombudsman	Current appointee to office of Commonwealth Ombudsman	Current appointee to office of Deputy Commonwealth Ombudsman
1. a.	Office holder's name	Professor John McMillan AO	Mr Allan Asher	Ms Alison Larkins (Note: the second Deputy Ombudsman position has been vacant since 27 July 2010)
	Period of first appointment	17 March 2003 to 16 March 2008.	30 August 2010 to 29 August 2015	10 March 2011 to 9 March 2016.
	Period of reappointment(s)	17 March 2008 to 16 March 2013. Professor McMillan resigned on 3 June 2010 to take up appointment as Australian Information Commissioner.	N/A	N/A
	Any special legislative requirements which may be attached to this position.	Part III of the <i>Ombudsman Act 1976</i> (the Act) contains provisions dealing with the appointment of the Ombudsman and of the Deputy Ombudsman.		
2. a.	Where a new appointment has been made since 5 February 2008: On what dates and in which publications were the position advertised?	Professor McMillan was reappointed without the position being advertised.	27 May 2010: APSjobs (formally known as the Commonwealth Gazette) and the website of the Department of the Prime Minister and Cabinet. 28 May 2010: Online portals CareerOne, My Career and Seek. 29 May 2010: <i>The Canberra Times</i> and <i>The Weekend Australian</i> .	27 May 2010: APSjobs (formally known as the Commonwealth Gazette) and the website of the Department of the Prime Minister and Cabinet. 28 May 2010: Online portals CareerOne, My Career and Seek. 29 May 2010: <i>The Canberra Times</i> and <i>The Weekend Australian</i> .
2. b.	How many candidates applied?	Not applicable.	10.	16.
2.c.	How many were interviewed?	Not applicable.	Four.	Five.
2. d.	Was the candidate originally selected by the 'merit and openness' process for each position subsequently appointed by the Minister?	N/A	The Ombudsman was appointed in accordance with the Guidelines and the <i>Ombudsman Act 1976</i> .	The Deputy Ombudsman was appointed in accordance with the Guidelines and the <i>Ombudsman Act 1976</i> .

Q	Question	Office of the Commonwealth Ombudsman		
		Former appointee to office of Commonwealth Ombudsman	Current appointee to office of Commonwealth Ombudsman	Current appointee to office of Deputy Commonwealth Ombudsman
2. e.	For what period of time was the appointment made?	Five years.	Five years.	Five years.
3.	For each of the positions covered by the Merit and Transparency process, how many and which ones are positions appointed by the Minister upon the recommendation of a Board	None. Under section 21(1) of the <i>Ombudsman Act 1976</i> , the Commonwealth Ombudsman and Deputy Commonwealth Ombudsmen are appointed by the Governor-General.		
4.	What additional criteria apply to each of the positions covered by the Merit and Transparency process?	Not applicable. Professor McMillan was re-appointed without the requirement for a merit selection process.	<p>Additional selection criteria were:</p> <ol style="list-style-type: none"> 1. Be a person of considerable standing in the community 2. Have knowledge, or experience at a high level, of government administration 3. Ability to inquire impartially into complaints, conduct investigations and identify systemic trends 4. Ability to contribute to improving the efficiency, quality and standards of Commonwealth public administration by recommending legislative, policy or procedural change where necessary. 	<p>Additional selection criteria were:</p> <ol style="list-style-type: none"> 1. Substantial administrative experience and knowledge of public administration, Government policy, delivery of Government services to the public, administrative review and administrative law 2. Demonstrated capacity to conduct major investigations at a very senior level, in an independent and impartial manner 3. Proven skills in analytical thinking 4. A good understanding of political, economic and social issues which may impact on the Office of the Commonwealth Ombudsman.
5. a-d	In how many appointments did the Minister seek to make an appointment that was not recommended by the Secretary in the Merit and Transparency process?	All appointments were made in accordance with the Guidelines and the <i>Ombudsman Act 1976</i> .		

Q	Question	Office of the Commonwealth Ombudsman		
		Former appointee to office of Commonwealth Ombudsman	Current appointee to office of Commonwealth Ombudsman	Current appointee to office of Deputy Commonwealth Ombudsman
6.	How many and which positions have other legislative provisions which relate to an appointment over and above this process?	None.		
7.	How many and which appointments have been made for less than five years?	None.		

Q Number	Question	Australian Institute of Family Studies (Director)	National Archives of Australia (Director-General)	Office of National Assessments (Director-General)
1. a.	Office holder's name	Professor Alan Hayes	Mr Ross Gibbs PSM	Mr Allan Gyngell AO
	Period of first appointment	9 September 2004 to 8 September 2009.	7 April 2003 to 6 April 2008.	13 July 2009 to 13 July 2014.
	Period of reappointment(s)	9 September 2009 to 8 September 2014.	Re-appointed for a further three years in 2008. Mr Gibbs has resigned with effect from 1 April 2011. Dr Stephen Ellis is Acting Director-General until an appointment is made under the <i>Archives Act 1983</i> .	n/a
	any special legislative requirements which may be attached to this position.	Part XIVA (114D) of the <i>Family Law Act 1975</i> contains provisions dealing with the appointment of the Director.	Part III of the <i>Archives Act 1983</i> contains provisions dealing with the appointment of the Director-General.	Sections 10 and 11 of the <i>Office Of National Assessments Act 1977</i> contains provisions dealing with the appointment of the Director-General.
2. a – e.	Where a new appointment has been made since 5 February 2008: On what dates and in which publications were the position advertised?	n/a- Professor Hayes was reappointed	n/a – Mr Gibbs was reappointed.	The DG appointment was not advertised nor was an open selection process conducted in accordance with the provisions for exemption (Part 1.2 and Part 2.6.6 of the Guidelines refer).
3. – 5.		All appointments were made in accordance with the Guidelines and the <i>Family Law Act 1975</i> .	All appointments were made in accordance with the Guidelines and the <i>Archives Act 1983</i> .	All appointments were made in accordance with the Guidelines and the <i>Office Of National Assessments Act 1977</i> .
6.	How many and which positions have other legislative provisions which relate to an appointment over and above this process?	None.	None.	None.
7.	How many and which appointments have been made for less than five years?	None.	One, Mr Gibbs' 2008 reappointment was for three years.	None.

Q Number	Question	Office of the Australian Information Commissioner (OAIC) Australian Information Commissioner	OAIC Privacy Commissioner (PC)	Office of the Privacy Commissioner <small>(Note the Office of the Privacy Commissioner became part of the Office of the Australian Information Commissioner on 1 November 2010)</small>	OAIC Freedom of Information Commissioner (FOIC)
1. a.	Office holder's name	Professor John McMillan AO	Mr Timothy Pilgrim	Ms Karen Curtis	Dr James Popple
	Period of first appointment	1 November 2010 to 31 October 2015.	19 July 2010 to 18 July 2015.	12 July 2004 to 11 July 2009.	1 November 2010 to 31 October 2015.
	Period of reappointment(s)	N/A	N/A	12 July 2009 to 11 July 2010.	N/A
	Any special legislative requirements which may be attached to this position.	Part 3 of the <i>Information Commissioner Act 2010</i> (AIC Act) contains provisions dealing with the appointment of the Commissioners.			
2. a.	Where a new appointment has been made since 5 February 2008: On what dates and in which publications were the position advertised?	The position was not advertised. Professor McMillan's appointment was in accordance with the Guidelines which recognise that there may be special circumstances a merit selection process is not appropriate, including where there is another office holder at a similar level that the Minister considers should be appointed. Professor McMillan was previously the Commonwealth Ombudsman.	14 May 2010: <i>The Australian Financial Review</i> and on the website of the Department of the Prime Minister and Cabinet 15 May 2010: <i>the Weekend Australian, Seek Online</i> . 25 May 2010, APS jobs.	Ms Curtis was reappointed without the position being advertised.	14 May 2010: <i>The Australian Financial Review</i> and on the website of the Department of the Prime Minister and Cabinet 15 May 2010: <i>the Weekend Australian, Seek Online</i> . 25 May 2010, APS jobs.
2. b.	How many candidates applied?	N/A	11.	N/A	11.
2.c.	How many were interviewed?	N/A	4.	N/A	7.

Q Number	Question	Office of the Australian Information Commissioner (OAIC) Australian Information Commissioner	OAIC Privacy Commissioner (PC)	Office of the Privacy Commissioner <small>(Note the Office of the Privacy Commissioner became part of the Office of the Australian Information Commissioner on 1 November 2010)</small>	OAIC Freedom of Information Commissioner (FOIC)
2. d.	Was the candidate originally selected by the 'merit and openness' process for each position subsequently appointed by the Minister?	N/A	The PC was appointed in accordance with the Guidelines and the AIC Act.	N/A	The FOIC was appointed in accordance with the Guidelines and the AIC Act.
2. e.	For what period of time was the appointment made?	Five years.	Five years.	One year.	Five years.
3.	For each of the positions covered by the Merit and Transparency process, how many and which ones are positions appointed by the Minister upon the recommendation of a Board	N/A. The AIC is appointed by the Governor-General under section 14 of the AIC Act.	N/A. The PC is appointed by the Governor-General under section 14 of the AIC Act.	N/A. The PC was appointed by the Governor-General under section 19A of the Privacy Act.	N/A. The FOIC is appointed by the Governor-General under section 14 of the AIC Act.
4.	What additional criteria apply to each of the positions covered by the Merit and Transparency process?	N/A	The criteria used were: <ol style="list-style-type: none"> 1. have a demonstrated ability to promote privacy and investigate complaints; 2. have a demonstrated ability to meet objectives, achieve results and provide professional leadership; 3. be a highly motivated person of high standing in the legal profession, academia, community or government; 4. have a very strong and detailed knowledge and 	N/A	The criteria used were: <ol style="list-style-type: none"> 1. have a demonstrated ability to undertake administrative reviews and investigate complaints; 2. have a demonstrated ability to meet objectives, achieve results and provide professional leadership; 3. be a highly motivated person of high standing in the legal profession, academia, or government; 4. have a very strong and detailed knowledge and

Q Number	Question	Office of the Australian Information Commissioner (OAIC) Australian Information Commissioner	OAIC Privacy Commissioner (PC)	Office of the Privacy Commissioner (Note the Office of the Privacy Commissioner became part of the Office of the Australian Information Commissioner on 1 November 2010)	OAIC Freedom of Information Commissioner (FOIC)
			<p>understanding of government information policy including privacy reforms, the powers and functions of the OIC and PC, privacy legislation, FOI policy, and international privacy and data protection instruments;</p> <p>5. have a demonstrated ability to shape strategic thinking;</p> <p>6. be a person who exemplifies personal drive and integrity;</p> <p>7. have a demonstrated ability to cultivate productive working relationships; and</p> <p>8. be a person who communicates with influence, including the ability to undertake effective education campaigns.</p> <p>Criteria 2, and 5-8 are based on the core criteria for statutory office holders in the Guidelines.</p>		<p>understanding of government information policy including FOI reforms, the powers and functions of the OIC and the FOIC, FOI legislation and privacy policy;</p> <p>5. have a demonstrated ability to shape strategic thinking;</p> <p>6. be a person who exemplifies personal drive and integrity;</p> <p>7. have a demonstrated ability to cultivate productive working relationships; and</p> <p>8. be a person who communicates with influence, including the ability to undertake effective education campaigns.</p> <p>Criteria 2, and 5-8 are based on the core criteria for statutory office holders in the Guidelines.</p>
5. a-d	In how many appointments did the Minister seek to make an appointment that was not recommended by the Secretary in the Merit and Transparency process?	N/A	The PC was appointed in accordance with the Guidelines and the AIC Act.	N/A	The FOIC was appointed in accordance with the Guidelines and the AIC Act.

Q Number	Question	Office of the Australian Information Commissioner (OAIC) Australian Information Commissioner	OAIC Privacy Commissioner (PC)	Office of the Privacy Commissioner (Note the Office of the Privacy Commissioner became part of the Office of the Australian Information Commissioner on 1 November 2010)	OAIC Freedom of Information Commissioner (FOIC)
6.	How many and which positions have other legislative provisions which relate to an appointment over and above this process?	N/A	N/A	N/A	S14(3) of the AIC Act provides that a person may only be appointed as the FOIC if he or she has obtained a degree from a university, or an educational qualification of a similar standing, after studies in law.
7.	How many and which appointments have been made for less than five years?	None.	None.	One: the PC was reappointed for one year on 12 July 2009.	None.

Q Number	Question	Australian National Maritime Museum (ANMM) (Director)	National Library of Australia (NLA) (Director-General)	National Museum of Australia (NMA) (Director)
1. a.	Office holder's name	Ms Mary-Louise Williams	Ms Anne-Marie Schwirtlich	Mr Andrew Sayers AM
	Period of first appointment	9 November 2000 to 8 November 2003.	9 February 2011 to 8 February 2016.	14 April 2010 to 13 April 2015.
	Period of reappointment(s)	Second term: 9 November 2003 to 8 November 2006; Third term: 9 November 2006 to 8 November 2008; Acting Director: 9 November 2008 to 9 March 2009; Fourth term: 25 February 2009 to 24 February 2014.	n/a	n/a
	Any special legislative requirements which may be attached to this position.	Part 4 of the <i>Australian National Maritime Museum Act 1990</i> contains provisions dealing with the appointment of the Director.	Sections 17 – 17A of the <i>National Library Act 1960</i> contains provisions dealing with the appointment of the Director –General.	Part IV of the <i>National Museum of Australia Act 1980</i> contains provisions dealing with the appointment of the Director.
2. a.	Where a new appointment has been made since 5 February 2008: On what dates and in which publications was the position advertised?	Online publications: <ul style="list-style-type: none">• <i>UK Guardian Jobs</i> 8 September 2008;• <i>American Museums Association</i> 15 September 2008;• <i>Museums Australia</i> 5 September 2008;• APS Jobs 11 September 2008. Print: <ul style="list-style-type: none">• <i>Australian Financial Review</i> 5 September 2008;• <i>Weekend Australian</i> 6 September 2008;• <i>UK Guardian</i> 8 September 2008.	Online publications: <ul style="list-style-type: none">• <i>UK Guardian Jobs</i> 13 September 2010;• <i>Australian Library and Information Association</i> 13 September 2010. Print: <ul style="list-style-type: none">• <i>Weekend Australian</i> 11 September 2010;• <i>Canberra Times</i> 11 September 2010;• <i>Australian Financial Review</i> 10 September 2010.	Online publications: <ul style="list-style-type: none">• <i>UK Guardian Jobs</i> 18 November 2009;• <i>Seek Executive</i> 18 November 2009;• <i>Museum Jobs UK</i> 18 November 2009;• <i>Museums Aotearoa</i> 18 November 2009;• <i>American Associations of Museums</i> 15 November 2009;• <i>Museums Australia</i> 16 November 2009;• <i>Collections Australia Network</i> 16 November 2009;• <i>APS Jobs</i> 19 November 2009. Print: <ul style="list-style-type: none">• <i>Weekend Australian</i> 14 November 2009;• <i>Australian Financial Review</i> 20 November 2009;• <i>UK Guardian</i> 18 November 2009.

Q Number	Question	Australian National Maritime Museum (ANMM) (Director)	National Library of Australia (NLA) (Director-General)	National Museum of Australia (NMA) (Director)
2. b.	How many candidates applied?	14.	9.	22.
2.c.	How many were interviewed?	Five.	Two.	Five.
2. d.	Was the candidate originally selected by the 'merit and openness' process for each position subsequently appointed by the Minister?	The Director was appointed in accordance with the Guidelines and the <i>Australian National Maritime Museum Act 1990</i> .	The Director-General was appointed in accordance with the Guidelines and the <i>National Library Act 1960</i> .	The Director was appointed in accordance with the Guidelines and the <i>National Museum of Australia Act 1980</i> .
2. e.	For what period of time was the appointment made?	Five years.	Five years.	Five years.
3.	For each of the positions covered by the Merit and Transparency process, how many and which ones are positions appointed by the Minister upon the recommendation of a Board.	None.	None.	None.
4.	What additional criteria apply to each of the positions covered by the Merit and Transparency process?	None.	None.	None.
5.a-d.	In how many appointments did the Minister seek to make an appointment that was not recommended by the Secretary in the Merit and Transparency	The Director was appointed in accordance with the Guidelines and the <i>Australian National Maritime Museum Act 1990</i> .	The Director-General was appointed in accordance with the Guidelines and the <i>National Library Act 1960</i> .	The Director was appointed in accordance with the Guidelines and the <i>National Museum of Australia Act 1980</i> .

Q Number	Question	Australian National Maritime Museum (ANMM) (Director)	National Library of Australia (NLA) (Director-General)	National Museum of Australia (NMA) (Director)
	process?			
6.	How many and which positions have other legislative provisions which relate to an appointment over and above this process?	None.	None.	None.
7.	How many and which appointments have been made for less than five years?	None.	None.	None.

Q Number	Question	National Film and Sound Archive (NFSA) (CEO)	Screen Australia (CEO)	Old Parliament House (CEO)
1. a.	Office holder's name	Dr Darryl McIntyre	Dr Ruth Harley	Ms Jenny Anderson
	Period of first appointment	17 November 2008 to 16 November 2013. Dr McIntyre resigned with effect from 12 November 2010. Ms Anne Landiganis acting in the position until a new CEO is recruited.	15 November 2008 to 14 November 2013.	1 July 2008 to 30 June 2010.
	Period of reappointment(s)	N/A	N/A	1 July 2010 to 30 June 2015.
	Any special legislative requirements which may be attached to this position.	Part 4 Division 1 of the <i>National Film and Sound Archive Act 2008</i> contains provisions dealing with the appointment of the CEO.	Part 4 Division 1 of the <i>Screen Australian Act 2008</i> contains provisions dealing with the appointment of the CEO.	n/a
2. a.	Where a new appointment has been made since 5 February 2008: On what dates and in which publications were the position advertised?	Print publications: <ul style="list-style-type: none">• <i>The Financial Review</i> 2 May 2008;• <i>The Weekend Australian</i> 3 May 2008;• <i>UK Guardian</i> 12 May 2008;• <i>Variety (International)</i> 12 May 2008. Online publications: <ul style="list-style-type: none">• <i>Commonwealth Gazette</i>;• <i>Australian Society of Archivists</i>;• <i>International Federation of Film Archives</i>;• <i>International Federation of Television Archives</i>;• <i>FOCAL International (UK)</i>;• <i>National Register of Archives (UK)</i>;• <i>British University Film & Video Council</i>;• <i>Association of Moving Image Archivists (USA)</i>.	Online publications: <ul style="list-style-type: none">• <i>UK Guardian Jobs</i> 10 May 2008;• <i>Variety</i> 10 May 2008;• <i>APS Jobs</i> 1 May 2008. Print publications: <ul style="list-style-type: none">• <i>Australian Financial Review</i> 2 May 2008;• <i>Weekend Australian</i> 3 May 2008;• <i>UK Guardian</i> 12 May 2008;• <i>Variety</i> 12 May 2008.	The Minister made the reappointment in accordance with the Guidelines and without conducting a full selection process for the position.
2. b.	How many candidates applied?	11.	23.	N/A

Q Number	Question	National Film and Sound Archive (NFSA) (CEO)	Screen Australia (CEO)	Old Parliament House (CEO)
2.c.	How many were interviewed?	Four.	Six.	N/A
2. d.	Was the candidate originally selected by the 'merit and openness' process for each position subsequently appointed by the Minister?	The CEO was appointed in accordance with the Guidelines and the <i>National Film and Sound Archive Act 2008</i> .	The CEO was appointed in accordance with the Guidelines and the <i>Screen Australia Act 2008</i> .	The CEO was appointed in accordance with the Guidelines.
2. e.	For what period of time was the appointment made?	Five years.	Five years.	Five Years.
3.	For each of the positions covered by the Merit and Transparency process, how many and which ones are positions appointed by the Minister upon the recommendation of a Board	None.	None.	None.
4.	What additional criteria apply to each of the positions covered by the Merit and Transparency process?	None.	None.	None.
5. a-d	In how many appointments did the Minister seek to make an appointment that was not recommended by the Secretary in the Merit and Transparency process?	The CEO was appointed in accordance with the Guidelines and the <i>National Film and Sound Archive Act 2008</i> .	The CEO was appointed in accordance with the Guidelines and the <i>Screen Australia Act 2008</i> .	The CEO was appointed in accordance with the Guidelines.

Q Number	Question	National Film and Sound Archive (NFSA) (CEO)	Screen Australia (CEO)	Old Parliament House (CEO)
6.	How many and which positions have other legislative provisions which relate to an appointment over and above this process?	None.	None.	None.
7.	How many and which appointments have been made for less than five years?	None.	None.	None.

Q Number	Question	Australian Sports Anti-Doping Authority (CEO)	Inspector-General of Intelligence and Security (Inspector-General)
1. a.	Office holder's name	Aurora Andruska PSM	Dr Vivienne Thom
	Period of first appointment	10 May 2010 to 9 May 2013.	19 July 2010 – 18 July 2015.
	Period of reappointment(s)	n/a	n/a
	Any special legislative requirements which may be attached to this position.	Part 3A of the <i>Australian Sports Anti-Doping Authority Act 2006</i> contains provisions dealing with the appointment of the Chair.	Part II of the <i>Inspector-General of Intelligence and Security Act 1986 (the IGIS Act)</i> contains provisions dealing with the appointment of the Inspector-General.
2. a.	Where a new appointment has been made since 5 February 2008: On what dates and in which publications was the position advertised?	<ul style="list-style-type: none"> • <i>PS Gazette</i> 22 October 2009; • <i>Australian Financial Review</i> 23 October 2009; • <i>The Australian, the Melbourne Age, the Sydney Morning Herald</i> and the <i>Canberra Times</i> 24 October 2010. 	<ul style="list-style-type: none"> • <i>The Canberra Times</i> and <i>The Australian</i> 20 March 2010. • <i>APSjobs (the Gazette)</i> 25 March 2010.
2. b.	How many candidates applied?	30.	4.
2.c.	How many were interviewed?	4.	4.
2. d.	Was the candidate originally selected by the 'merit and openness' process for each position subsequently appointed by the Minister?	The CEO was appointed in accordance with the Guidelines and the <i>Australian Sports Anti-Doping Authority Act 2006</i> .	The IGIS was appointed in accordance with the Guidelines and the <i>IGIS Act</i> .
2. e.	For what period of time was the appointment made?	Three years.	Five Years.
3.	For each of the positions covered by the Merit and Transparency process, how many and which ones are positions appointed by the Minister upon the recommendation of a Board.	None.	None.
4.	What additional criteria apply to each of the positions covered by the Merit and Transparency process?	None.	None.
5.a-d.	In how many appointments did the Minister seek to make an appointment that was not recommended by the Secretary in the Merit and Transparency process?	The CEO was appointed in accordance with the Guidelines and the <i>Australian Sports Anti-Doping Authority Act 2006</i> .	The IGIS was appointed in accordance with the Guidelines and the <i>IGIS Act</i> .
6.	How many and which positions have other legislative provisions which relate to an appointment over and above this process?	None.	None.
7.	How many and which appointments have been made for less than five years?	One, Ms Andruska was appointed for three years.	None.