

## **QUESTION TAKEN ON NOTICE**

**ADDITIONAL ESTIMATES HEARING : 08 February 2016**

IMMIGRATION AND BORDER PROTECTION PORTFOLIO

**(AE16/129) - Change Management - Internal Product (DIBP)**

Senator Ludwig, Joe (L&CA) written:

Since the change of Prime Minister on 14 September, 2015:

1. Has the Department/Agency engaged in a policy of Change Management? If yes:
  1. Please detail the policy.
  2. When was the policy introduced?
  3. What are the goals of the policy?
  4. How much was spent on consulting for the policy and who was contracted for this consultation?
  5. How much was spent implementing this policy?

*Answer:*

While there is no formal, written policy of change management for the Department of Immigration and Border Protection, the Department has undergone a major change programme since July 2015; marking the integration of the former Department of Immigration and the Australian Customs and Border Protection Service.