

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS
AUSTRALIAN CUSTOMS AND BORDER PROTECTION SERVICE

Question No. 96

Senator Humphries asked the following question at the hearing on 12 February 2013:

In relation to cape class vessels:

- a) How many personnel will be staffed on each Cape Class vessel, including crew, Customs and Border Protection officers and support personnel?
- b) On what dates did Customs & Border Protection Command advertise in the media to recruit staff for the new Cape Class patrol boats?
- c) From this process, how many applications were received? Of this number, how many applicants were successful?
- d) How many applicants were required to adequately staff the new Cape Class patrol boats?
- e) Was there an internal recruitment process seeking expressions of interest from current Customs and Border Protection Command employees?
- f) How many internal applications and/or formal expressions of interest from staff were received from the internal recruitment process? How many of the internal applicants were successful?
- g) Have there been any instances where Customs or Border Protection Command have compelled a current or former employee to staff the new Cape Class vessel, or have required a current or former employee to fulfil a period of secondment on the new Cape Class vessels?
- h) Will Customs and Border Protection Command be required to advertise further to ensure adequate staffing levels for the Cape Class vessels?
- i) Are all of the (8) Cape Class patrol boats on schedule?
- j) Will the full operational capacity of the fleet be expected in 2015?

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

- a) There will be 22 Customs and Border Protection Marine Unit crew rostered to each *Cape* Class Vessel. This will provide a regular crew of 18 with provisions for leave, training and re-certifications.

b) The following positions for the *Cape* Class vessels were advertised in the Public Service Gazette in 2012:

- 20 September: Deputy Commanding Officer and Commanding Officer
- 11 October and 29 November: Engineering Officers
- 29 November: Deputy Engineering Officers
- 29 March and 4 October: Marine Communications and Technical Officers
- 4 October: Engineer Cadets
- 17 May: Marine Cooks

The above positions were also advertised online on My Career, Seek and Career One. Under current internal recruitment direction no advertisements were placed in general print media.

c) The following table provides the number of applicants and the number of successful applicants.

Position	Applicants	Successful applicants
Commanding Officer	33	3
Deputy Commanding Officer	35	2
Engineering Officer	25	Not Finalised
Marine Cook	25	3
Marine Communications and Technical Officer	March: 12 October: 41	March: 3 October: NA
Engineer Cadet	68	6

d) At this point in recruitment 44 positions have been filled to crew the *Cape St George*; six have been filled from external sources and the remainder from internal expression of interest processes and promotions. Further recruitment for Vessels 2-8 will realise a total of 342 crew for the *Cape* Class fleet.

e) Yes.

f) Overall 54 internal applications were received for transfer of which 38 were successful.

- g) The *Cape* Class capability is based on the transition of the existing Customs and Border Protection Marine Unit sea-going workforce. The transition of the sea-going workforce to *Cape* Class vessels was undertaken through expression of interest processes: no one has been compelled to serve on *Cape* Class. Existing officers who do not wish to transition to the *Cape* Class have the option not to express interest in the *Cape* Class positions and will, as far as possible, be found positions on other vessels in the current and future fleet.
- h) Potentially. Customs and Border Protection is undertaking workforce planning so that the required capacity of the workforce for the *Cape* Class vessels is met. This will involve transitioning the current sea-going workforce and then further recruitment as required, which may entail external advertising.
- i) Yes: all vessels are within the planned schedule.
- j) Yes. The final vessel of the fleet, *Cape York* will be delivered in September 2015. When she has completed sea trials and crew training (which will last for approximately 2 months) the full operational capacity of the fleet will be realised.