

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS
AUSTRALIAN FEDERAL POLICE

Question No. 46

Senator Barnett asked the following question at the hearing on 26 May 2009:

In relation to the Australia New Zealand Policing Advisory Agency review of sustainability of the Australian Institute of Police Management;

- a) please provide a copy of the terms of reference for this review,
- b) when is the report due, and
- c) is an executive summary of the report available?

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

- a) A copy of the terms of reference for the current review of the Australian Institute of Police Management is attached.
- b) The draft report was originally due to be provided to the Australian Federal Police (AFP) Commissioner on 30 June 2009. The AFP Commissioner granted an extension until 31 July 2009.
- c) An Executive Summary is not yet available. The AFP does not expect this to be provided prior to receiving the full report.

REVIEW OF THE AUSTRALIAN INSTITUTE OF POLICE MANAGEMENT

TERMS OF REFERENCE

Background

The Australian Institute of Police Management (AIPM) was originally established as the Australian Police College in 1960. It was renamed the Australian Police Staff College in 1987 and the Australian Institute of Police Management in 1995.

In 1980, the then Australian Police Ministerial Council (APMC) was created by the Council of Australian Governments (COAG) and given the role of establishing the National Common Police Services (NCPS) and developing a coordinated approach to police policy and operations.¹

AIPM was one of the NCPS created within the ambit of the APMC. Subsequently, APMC has evolved through several iterations to the current Ministerial Council for Police and Emergency Management – Police (MCPEMP) under the auspices of the Ministerial Council on the Administration of Justice (MCAJ).

The NCPS has also undergone some constitutional change and outlook since its establishment. AIPM remains a NCPS within the governance of MCPEMP and its associated officials group, the Senior Officers' Group (SOG).

In June 2006, MCPEMP agreed to the transfer of responsibility for several former NCPS to the Australian and New Zealand Policing Advisory Agency (ANZPAA), a new policing entity constituted within Victoria and hosted by the Victorian Police. AIPM governance did not transfer to ANZPAA and it remained a NCPS under the governance of MCPEMP. By resolution in 2006 MCPEMP agreed inter alia:

“Commissioners provide resources for a cross-jurisdictional review to be commenced within twelve months of the establishment of the ‘new organisation’ [ANZPAA] to consider the future inclusion of the Australian Institute of Police Management within the ‘new organisation’ and identify solutions to any legal or other impediments to that occurring.”

ANZPAA was established in October 2007 and this review will fulfill the resolution of MCPEMP.

Purpose

The purpose of this review is to identify and explore those issues pertinent to the sustainability and future operation of the AIPM as a NCPS to serve and contribute to the leadership development within Australian, New Zealand and regional police and emergency management services.

In carrying out this purpose it is expected that the Reviewers will:

- a) Examine and determine the current legal status of the AIPM;

¹ Commonwealth-State Ministerial Councils: A Compendium; Australian Commonwealth Government, 2007

- b) Consider the legal status of ANZPAA as an entity and the arrangements established to transfer and maintain other NCPS within the ANZPAA framework;
- c) Identify the purpose that an institution like that of the AIPM provides in the professional development of police and emergency services personnel and how this fits and aligns with the responsibilities of jurisdictions in this area;
- d) Identify and examine those matters relating to the funding; oversight and relationship between AIPM, COAG, MCPEMP, the Commonwealth Government of Australia and the Australian Federal Police (AFP) as its agent; the Australian state and territory governments; the New Zealand Government and the various participating police and emergency management agencies as their agents; and the consequences and implications of current or any proposed future arrangements;
- e) Examine current governance arrangements for AIPM and report on their validity and fit for purpose. The Reviewers are to consider alternate governance arrangements -including ANZPAA potentially assuming oversight and control of AIPM - identifying benefits; synergies and costs for each option that may emerge;
- f) Consider the strategic alignment of AIPM within the Australasian, regional and global policing and emergency management professional and academic communities and identify factors that would maintain or enhance this;
- g) Examine and determine the academic status of AIPM and advise on identifiable issues - such as 'independence' and 'accreditation' - that may exist or arise with either 'status quo' arrangements or any alternate options that may be proposed for AIPM by the review;
- h) Consider the performance of AIPM in delivering desired outcomes for key stakeholders, including an assessment of effectiveness and efficiency indicators;
- i) Determine and report on any reputational matter that may arise as a consequence of any proposed change to the alignment; status and governance of AIPM; and
- j) Report on any other matter of consequence that may arise within the process of this review.

Review Team

The review team will be contracted by the AFP to report through the AFP Commissioner to the Senior Officers' Group of the Australasian Ministerial Council for Police and Emergency Management. The review team will comprise:

Team Leader - an independent reviewer with a strong police and emergency services background well versed in international policing and emergency management;

Team Member(s) – two persons of good standing in their respective communities, being:

- a) the academic community with a specific interest and expertise in managerial and leadership development; and
- b) the police and emergency services community with wide experience of public order service delivery and leadership/management training in that environment including the AIPM.

Methodology

The Reviewers will complete this review in four (4) stages:

1 **Research and Preparation**

This will involve the collation, review and analysis of all relevant written and other material that is provided to the review team by the Executive Director AIPM and staff; any interested jurisdiction or related agency and representatives of other stakeholders. This will include establishing the current legal status of AIPM [TOR a)] and ANZPAA [TOR b)].

2 **Design**

Once legalities are clearer, the review team will then develop a program through which they will explore those issues distilled from Stage 1 (Research and Preparation).

3 **Consultation**

This will involve direct face-to-face consultation with selected key stakeholders as well as the collection of further quantitative or qualitative data using various instruments prepared for that purpose.

4 **Reporting**

The review team will collate, consider and analyse material collected in stages 1 and 3 and draft a report addressing the review's Terms of Reference. The draft report will be circulated to key stakeholders for consultation on matters of factual accuracy and for final submissions on the interim findings and recommendations of the review. Any further submissions will be considered by the review team and their report presented to the AFP Commissioner for transmission to the Senior Officers' Group of the Australasian Ministerial Council for Police and Emergency Management for their consideration.

Timings

The review will commence by 1 December 2008 and be completed and reported to the AFP Commissioner, for the Senior Officers' Group of the Australasian Ministerial Council for Police and Emergency Management, by 30 June 2009.