
The Parliament of the Commonwealth of Australia

Review of administration and expenditure: Australian Intelligence Organisations

Number 4 – Recruitment and Training

Parliamentary Joint Committee on Intelligence and Security

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Terms of reference

This review is conducted under paragraph 29(1)(a) of the *Intelligence Services Act 2005*:

- to review the administration and expenditure of ASIO, ASIS, DIGO, DIO, DSD and ONA, including the annual financial statements (of) ASIO, ASIS, DIGO, DIO, DSD and ONA.



Foreword

It is with pleasure that I present the fourth review of the administration and expenditure of the Australian Intelligence Community by the Parliamentary Joint Committee on Intelligence and Security.

This is the first review of administration and expenditure of all six intelligence agencies since the Committee was expanded in December 2005 following amendments to the *Intelligence Services Act 2001* which added DIGO, ONA and DIO to the Committee's oversight responsibilities.

In the Committee's third review on administration and expenditure, I commented in the Foreword that there was no clear indication as to how much expansion would take place within Australia's intelligence community to deal with the evolving threat of extremist terrorism. Since that report, all the AIC agencies have been caught up in what one described as a "war for talent" as they try significantly to increase staff numbers from a limited pool of suitable applicants.

In the third review, the Committee expressed concern that rapid expansion could bring with it unavoidable stresses and strains in organisations at a time when they could least afford growing pains. During hearings for this review, the AIC agency Heads outlined to the Committee the strategies and procedures which agencies have implemented in order to address those unavoidable stresses and strains.

The Committee thanks the Heads of the AIC agencies and all those who have contributed to this review.

The Hon David Jull, MP
Chairman



Membership of the Committee

Chair	The Hon David Jull MP	
Deputy Chair	Mr Anthony Byrne MP	
Members	Mr Stewart McArthur MP	Senator the Hon John Faulkner
	The Hon Duncan Kerr SC MP	Senator Alan Ferguson
	Mr Stephen Ciobo, MP	Senator the Hon Robert Ray
		Senator Fiona Nash (from 9 May 2006)
		Senator Julian McGauran (from 8 September 2005 to 28 March 2006)

Committee Secretariat

Secretary	Ms Margaret Swieringa
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List of abbreviations

ADA	Australia Defence Association
AIC	Australian Intelligence Community
ADA	Australia Defence Association
ADF	Australia Defence Forces
AFP	Australian Federal Police
ANAO	Australian National Audit Office
ANU	Australian National University
APS	Australian Public Service
ASIO	Australian Security Intelligence Organisation
ASIS	Australian Secret Intelligence Service
AUSTRAC	The Australian Transaction Reports and Analysis Centre
BIC	Basic Intelligence Course
CIT	Canberra Institute of Technology
DFAT	Department of Foreign Affairs and Trade
DIDP	DIGO Intelligence Development Program
DIGO	Defence Imagery and Geospatial Organisation
DIO	Defence Intelligence Organisation
DSA	Defence Security Authority
DSD	Defence Signals Directorate
DSTO	Defence Science and Technology Organisation
FICC	Foreign Intelligence Coordination Committee
FTE	Full Time Equivalent

IGIS	Inspector-General of Intelligence and Security
JCPAA	Joint Committee of Public Accounts and Audit
ONA	Office of National Assessments
OSA	Organisational Suitability Assessment
OSB	Open Source Branch
PM&C	Department of Prime Minister & Cabinet
SES	Senior Executive Service
SIGINT	Signals Intelligence
TS(NV)	Top Secret (Negative Vet) security clearance
TS(PV)	Top Secret (Positive Vet) security clearance



List of recommendations

- 1 The fourth review of administration and expenditure
 - Recommendation 1 5
 - That the Government provide the Committee with separate financial statements for DSD, DIGO and DIO to enable the Committee to fulfil its statutory obligations regarding oversight of the administration and expenditure of the intelligence and security agencies.

- 2 Recruitment
 - Recommendation 2 18
 - The Committee recommends:
 - that the Government identify methods to address the security clearance backlog of the agencies; and
 - that the agencies be required to report every year on the backlog and the methods being used to address it in their Annual Reports.

- 3 Training
 - Recommendation 3 34
 - The Committee recommends that the Government enquire into the feasibility of establishing a combined facility for basic training in intelligence either in an existing academic institution or as a separate college.

