



## Attachment A

### DECISION RECORD

#### Request Details

FOI Request FA 17/04/00916  
File Number ADF2017/44058

#### Original scope of request

1. On 21 April 2017 you requested:

*Copies of documents detailing key findings, and briefings and analysis about the key findings of the APS Employee Census for 2014, 2015 and 2016;*

- *that are about staff engagement, and*
- *that are not publicly available*

#### Documents in scope

2. I have identified six documents, totalling 104 pages which are relevant to your FOI request. These documents are detailed at **Attachment B - Schedule of Documents**.

#### Authority to make decision

3. I am an officer authorised under section 23 of the FOI Act to make decisions in respect of requests to access documents or to amend or annotate Departmental records.

#### Information considered

4. In reaching my decision, I have considered the following:
  - The *Freedom of Information Act 1982*;
  - The documents as listed in the Schedule of Documents;
  - Consultations with relevant business areas; and
  - The Australian Information Commissioner's guidelines relating to access to documents held by government.

#### Decision

5. Section 22(2) of the FOI Act provides that, where an agency reaches the view that a document contains exempt information or material that is irrelevant to the request and it is possible for the agency to prepare an edited copy of the document with the irrelevant or exempt material deleted, then the agency must prepare such a copy.
6. This edited copy must be provided to the applicant. Further, the decision maker must advise the applicant in writing that the edited copy of the document has been prepared and of the reason(s) for each of the deletions in the document (s.22(3) of the FOI Act).

7. Exempt material is deleted pursuant to s.22(1)(a)(i) and irrelevant material is deleted pursuant to s.22(1)(a)(ii) of the FOI Act.
8. Six documents, totalling 104 pages, relevant to your request have been located and are released to you in full, with irrelevant material deleted under s.22(1)(a)(ii) of the FOI Act.

**Deletion of irrelevant material under s.22(1)(a)(ii) of the FOI Act**

9. I find that the documents relevant to your request contain material which is irrelevant to your FOI request. I have withheld or deleted that material accordingly. These deletions are detailed in the documents released.
10. The material deleted under s.22(1)(a)(ii) contains information, summaries, data and analysis relating to the APS Employee Censuses conducted between 2014-2016, that does not fall within scope of your request.



Authorised decision maker  
Department of Immigration and Border Protection  
Email: [foi@border.gov.au](mailto:foi@border.gov.au)

5 June 2017



## Attachment B

### SCHEDULE OF DOCUMENTS TO DECISION RECORD

FOI Request FA 17/04/00916  
File Number ADF2017/44058

No.	Date of document	Folio	Description	Relevant legislation (FOI Act)	
				Irrelevant material deleted	s.22(1)(a)(ii)
1.	2014	1-16	2014 APS Employee Census – Agency Benchmark Report: ACBPS	Irrelevant material deleted	s.22(1)(a)(ii)
2.	2014	17-32	2014 APS Employee Census – Agency Benchmark Report: DIBP	Irrelevant material deleted	s.22(1)(a)(ii)
3.	30/09/2015	33-57	Executive Committee Meeting and attachments	Irrelevant material deleted	s.22(1)(a)(ii)
4.	2016	58-73	2016 APS Employee Census – Agency Benchmark Report: DIBP	Irrelevant material deleted	s.22(1)(a)(ii)
5.	2016	74-80	Summary Report for the Department	Irrelevant material deleted	s.22(1)(a)(ii)
6.	28/09/2016	81-104	Executive Committee Meeting and attachments	Irrelevant material deleted	s.22(1)(a)(ii)