



MEETING MINUTES

Project Iceberg Board Meeting

Date & meeting no	24 January 2019 #1	Timing:	14:30
Venue:	EBB Commissioner Conference Centre	Chair:	Sue Bird

Present:

Name	Position
Sue Bird	Chair
Darren Box	AFP CFO
Murali Venugopal	External – Department of Home Affairs
Vidoshi Jana	External – Department of Home Affairs
Katherine Jones	External – Department of Finance
Craig Petrie	AFP NMPSS
Stefan Jerga	AFP A/g Chief Counsel
s 22(1)(a)(ii)	KPMG Program Management
	KPMG Program Office Coordinator/Secretariat

Apologies:

Name	Position
Tarnya Gersbach	AFP Program Management

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1. Opening – Welcome

The Chair welcomed the Board members. She stated this is a sensitive and complex project and that this first meeting is intended to settle the Board, review the approach and review what planned deliverables.

Action item: The attendance list to be included in the Board papers for future meetings. The format should also be amended to include page numbers and version control footers.

Action item: AFP legal advisor should be included on the Board as an observer/advisor.

2. Project Background

Outcome: The Board noted the imperative of the project.

The Chair reminded the Board that the Commissioner provides the authority and has approved the scope and approach to the project. It was agreed that this should be noted in the project documentation.

Mr Venugopal and Ms Jana noted the papers were comprehensive and provided them with a deep understanding of the issues and challenges the AFP are facing. Mr Venugopal noted he used to be CFO at CSC. Ms Jana also worked at CSC, implementing the SuperCalc software the AFP are planning to use.

Ms Jones has firsthand experience with superannuation issues from her time as the officer responsible for the SDO. She reminded the Board of the importance of managing the project in a coordinated and structured way that included members who are at the deputy secretary level. This is so extra insight can be provided to the team around legal decisions, communications etc. The facts of the project may cause the AFP to have to rethink their policy and communications position, which requires the AFP to be flexible.

The chair noted, that whilst we need to stay flexible, the project team need to ensure they follow appropriate protocols if there needs to be a change in the direction which has already been agreed by the Commissioner. Any changes will require the Commissioner's sign off.

Ms Jones noted that the Department of Finance is aware of the legal implications of the project and do not have any issues so far. Mr Jerga will check again with Finance to ensure there are no additional concerns.

The Superannuation Policy team at Finance are aware of the project and have stated they are happy to help with any policy advice and relationships with CSC. Ms Jones noted they can also assist with the funding management. The Chair and AFP CFO noted that these issues are being dealt with separately through budget measures.

3. Project Governance

Outcome: The Board approved the project governance plan, with the changes noted below.

The following arrangements were agreed:

- Murali and Vidoshi will proxy each other.

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- Board meetings to occur bi-monthly whilst the project is in the establishment/implementation phase. If the Board is required to make decisions the meeting frequency can be adjusted or an additional meeting can take place between the bi-monthly meetings.
- For the additional membership of the Board, it is preferred to have a national manager who represents the operational arm of the business, who is outside the COO's line of responsibility. The Board are looking for a champion rather than an advocate. The project team will determine which operational area is most affected to assist with the final decision on the membership.

Action item: The project team determine which operational area is most affected by the remediation project.

- The Board is comfortable with the secretariat services proposed, with Board papers released 5 days before the meeting and minutes released 5 days after the meeting. Minutes to be presented on AFPs template.
- Ms Jones noted the opportunity for the Board to work electronically. All communication and papers will be electronic.

CFO AFP noted there are additional issues in relation to payroll, currently under review. It was decided that these issues would not be considered by this Board. However, the Chair would like a paper on the general remediation approach to the issues to allow the Board to look into the governance.

Action item: The project team will provide a paper to the next Board meeting that outlines the other issues currently affecting payroll

Mr Venugopal noted that the AFP need to ensure mechanisms are in place within the HR function that would reduce the risk of these issues arising in the future. Further to Murali's comment, Katherine stated the AFP (and APS as a whole) need to improve their capability across the payroll area. This is part of the reason these issues have results and the AFP is not alone. There needs to be more appropriate training in the space to reduce the risk of this issue happening again. Finance is looking into this area and the complexity of EAs to assess how such risks can be further reduced.

The Chair noted that the people who interpret and give advice are in HR, whilst payroll sits in Finance. The AFP need to work from an end to end process perspective, not in a functional responsibility sense. The AFP are investing resources into this new leadership process, as when a process crosses a boundary it produces new risks.

Action item: The above adjustments be incorporated into the revised Project Governance arrangements. This includes incorporation of the source of authority for the project.

Action item: The forward schedule of meetings be established.

4. Project Documentation

Outcome: The Board approved the PID and Risk Assessment with changes noted below.

Project Initiation Document

Amendments:

- The Chair would like the PID to link back to the accountable authority decisions made by the Commissioner.

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- A short form project status report will be circulated to the CFO AFP weekly, the Chair monthly and provided to the Board for each meeting. This process will begin this week.
- The stakeholders section updated to include the CPSU, ANAO, Department of Finance and Department of Home Affairs.
- The Governance Board illustration is inconsistent and needs to back the Governance Board paper. The legal advisor should also be reflected in the table.
- Check the consistency to ensure that Ms Jones is from Department of Finance rather than SDO.
- The Board would like to receive a Gaant chart to review the progress of the project. The Board would also like to receive a snapshot of the scope, scale, risk and cost tracking at each meeting. The toolbox program will produce a traffic light report for this.

Advice was provided to the project team: it is important to ensure they are working with the AFP SAP technical team with the implementation of SuperCalc. In addition, discussing the rules with CSC to ensure they agree with all the treatment. s 22(1)(a)(ii) noted that KPMG is assisting with a QA template and the project team have a session booked in with SuperCalc to address some of the technical issues. The project team is also meeting with CSC on Thursday 31 January.

Action item: update PID to include Board input.

Risks

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s 47C

s 42(1)

Action item: amend the risk assessment to incorporate the Board's requirements.

Action item: provide additional visibility on residual risk to the Board.

5. Privacy Impact Assessment

Outcome: Approved once with updates noted by the Board.

The Board asked that the introductory information be updated to reflect the Clearance officer (Tarnya Gersbach), and that the Board will endorse the document. It was noted that this document reflected standard expectations on matters relating to payroll.

Action item: update the PIA to reflect the amendments of the Board.

6. Communication Strategy

Outcome: The Board approved the communication strategy pending the changes identified below.

The communications strategy needs to be consistent and one communications team should be looking after all the communications with the various payroll/HR issues and projects.

Mr Venugopal suggested that CSC be asked to review the communications to members - they can nuance it and pick up any technical errors. The risk is that they may make it too technical, however the project team can amend it further. One example of the complexity is that the AFP have stated that members need to have HDA for 12 months and 1 day, however if members have a 17A certificate, they can qualify.

It was suggested that the project team update the FAQs to incorporate who is not included as this will reduce the number of people who email in asking if they are part of the review.

Mr Venugopal suggested the potential for town hall information sessions. The Board noted they will consider this and review the interest in it. The Project team noted this type of communication should not happen until there is further progress. If there were to be town hall sessions, an executive pack would need to be provided to the national managers and deputy secretaries.

A communications schedule needs to be created at a phase level. For example, once a certain phase of the project is finished the Board knows what communication is due next. As the phases are completed the Board can revisit the appropriate method of communication.

The SES and leadership need to be informed of the project in a uniform way with high level communications. This will also assist if it comes up in musters - they can point the members in the right direction to find out more information.

Ms Jones noted that the Minister's office needs to always be informed.

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Action item: The project team discuss communication protocols with CSC.

Action item: The project team update the FAQs to incorporate more information on those not affected.

Action item: The project team, in conjunction with the communications team, produce a communication plan on a phased basis.

Action item: The project team prepare an update to provide the Minister's Office.

7. Progress Report

Outcome: – The Board endorsed the updated priority order.

- The Board noted the risk associated with the member contributions.
- The Board noted the progress report.

The revised priority order allows for those who are close to retirement to be actioned first as once they retire they are unable to make member contributions.

The Board requires the risk regarding the member contribution will be included into the risk paper.

The Board wish to receive high level project documentation regarding the progress of the project. This documentation will also link the stages of the project to what the Commissioner agreed.

The project team will review and update the project documentation and clear through CFO AFP and the Chair prior to the next Board meeting.

the Project Team will ask CSC about their turnaround time and what they give it back to us. This will allow the Board to understand the expected timeframes of the reviews.

Action item: The project team to include in the risk management plan, more explicitly, the risks associated with member contributions.

Next Meeting: 28 March 2019

Prepared by:	s 22(1)(a)(ii)	Approval date:	
Approver:			



MEETING MINUTES

Project Iceberg Board Meeting

Date & meeting no	5 April 2019 #2	Timing:	10:00
Venue:	EBB Commissioner Conference Centre	Chair:	Sue Bird

Present:

Name	Position
Sue Bird	Chair
Darren Box	AFP CFO
Vidoshi Jana	External – Department of Home Affairs
Katherine Jones	External – Department of Finance
Stefan Jerga	AFP A/g Chief Counsel
s 22(1)(a)(ii)	AFP Deputy General Counsel
Tarnya Gersbach	AFP Program Management
s 22(1)(a)(ii)	KPMG Program Management KPMG Program Office Coordinator/Secretariat

Apologies:

Name	Position
Murali Venugopal	External – Department of Home Affairs
Peter Crozier	AFP NMPSS

1. Opening – Welcome

The Chair welcomed the Board members.

Action item: s 22(1)(a)(ii) to be added to the invite list.

2. Minutes

Outcome: Accepted

All completed items have been removed from action item list.

3. Project Update

Outcome: The Board noted the project update

The Chair has asked the project team to review the project schedule and re-set the schedule before the next board meeting.

s 22(1)(a)(ii) noted the team has looked at updating the schedules, however until processing of the calculations in SuperCalc is underway, the team cannot provide a realistic timeframe. Processing should start in the next week or two and then the project team will be able to work out a new timeframe

Ms. Gersbach noted the project team is still working within the discovery phase and this phase has taken longer than expected.

Action item: Project team to review and re-set the project schedule and recirculate to the Board members along with the current schedule.

Ms. Jana has requested the project update include a table with the number of people affected in each cohort. Each meeting, the progress against this cohort will be updated.

Action item: Project team to provide cohort progress table.

Ms. Jones noted communication was a real issue with the affected people in the client agencies. The chair has asked if extra attention be paid to the controls around regular communication to see if they can be strengthened.

Action item: Project team to review controls for communication risk.

4. Legal Issues

s 42(1)

s 42(1), s 22(1)(a)(ii)

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5. Communication Strategy

Outcome:

Ms. Jana has asked for the communication strategy to be taken through the FOI team prior to finalisation.

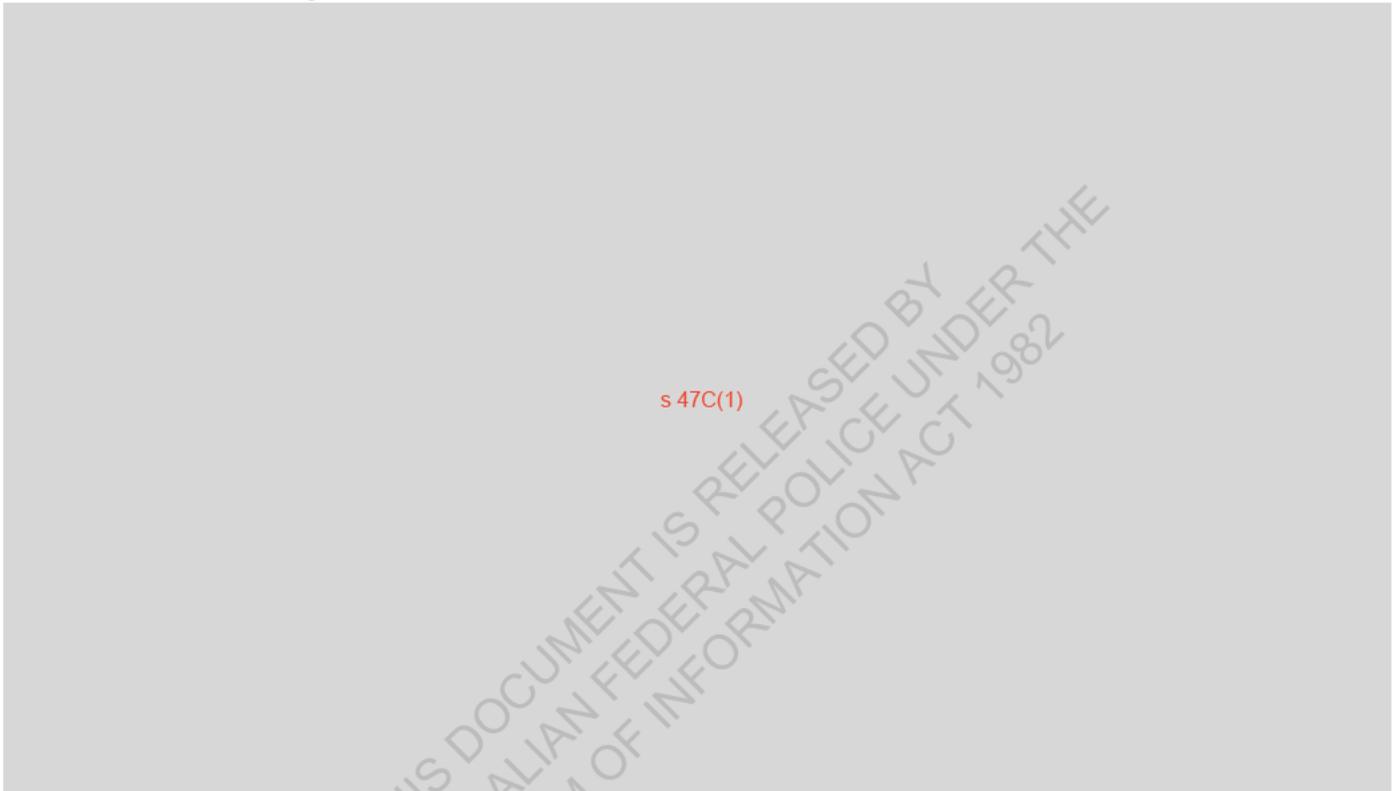
Action item: The project team to get communication strategy reviewed by FOI team.

The Board would like the project team to consider communication to members and the unions even though there may be no new information to provide. Currently, whilst the AFPA is updated, the entire association is not necessarily aware of the communication. Going forward, after each board meeting, Mr. Box and Mr. Crozier will meet with the AFPA to provide an update on the project.

For each alternate month, the Chair would like the project team to consider the communication that could be provided to members.

Action item: Mr. Box to set up a bi-monthly meeting after each board meeting with Mr. Crozier and the AFPA. NMPSS is to own the communication process with the AFPA and to arrange for documentation of the discussions (attendance and content).

5. Decisions Required



6. Other Employee Entitlements

Outcome: Noted

The Board would like this item to stay on the agenda, with updates as required.

7. Other Business

No other business noted.

Next Meeting: Thursday 6 June 2019

Prepared by:	s 22(1)(a)(ii)	Approval date:	
Approver:			

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MEETING MINUTES

Project Iceberg Board Meeting

Date & meeting no	7 June 2019 #3	Timing:	10:30
Venue:	EBB Commissioner Conference Centre	Chair:	Sue Bird

Present:

Name	Position
Sue Bird	Chair
Darren Box	AFP CFO
Vidoshi Jana	External – Department of Home Affairs
Katherine Jones	External – Department of Finance
Stefan Jerga	AFP A/g Chief Counsel
s 22(1)(a)(ii)	AFP Deputy General Counsel
s 22(1)(a)(ii)	KPMG Program Management
	KPMG Program Office Coordinator/Secretariat

Apologies:

Name	Position
Tarnya Gersbach	AFP Program Management
Peter Crozier	AFP NMPSS

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1. Opening – Welcome

The Chair welcomed the Board members.

Ms. Bird advised the board that Mr. Venugopal is no longer part of the Board as he has left the Department of Home Affairs.

2. Minutes

Outcome: Accepted

All completed items have been removed from action item list.

Action Item: Project team to update the Commissioner outlining approach for rent-free accommodation.

Action Item: Project team to provide FOI information to Ms. Millar and Mr. Jerga to follow up.

3. Project Update

Outcome: The Board noted the project update.

s 22(1)(a)(ii) advised the Board of the project team's progress with the SuperCalc software. The project team has started its pilot program within SuperCalc. Fifty Manual calculations have been completed by a project team member prior to being completed in SuperCalc. This is to provide assurance over the outputs by the program. It is working as anticipated.

s 22(1)(a)(ii) advised the Board that project team members should be able to process 10 individuals a day.

s 22(1)(a)(ii) advised the Board that the Software product requires manual input for specific data issues within the AFP s systems.

s 22(1)(a)(ii) advised the Board of two new team members starting with the project team. One team member has a Commonwealth Superannuation Corporation background. The project team is currently discussing other ways to augment the team. This may include utilising the skills of others in the payroll area and potentially junior KPMG resources.

Ms. Bird noted the Commissioner wants the project team to have enough resources to complete this process in a timely manner. She advised a hard AFP deadline of December 2019. (It was noted that the timing for CSC processing is unknown, and this may impact on timing. It was agreed that the AFP review goal was end of October.)

Action Item: Project team to provide updated timeline to incorporate the hard deadline. Want us to work backwards from a finish point to look at resourcing.

Action Item: Mr. Box to review resourcing solutions to allow for updated deadline.

Action Item: Project team to redistribute status report with numbers and updated completion dates.

4. Legal Issues

s 42(1)

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s 42(1), s 22(1)(a)(ii)

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5. Payment Options

s 47C(1), s 22(1)(a)(ii)

s 47C(1)

6. Communication Strategy

The project team sent out an update to all potentially affected members whom they had contact details for. The project team is receiving a positive response from members. Most questions are relating to the potential tax implications.

Action Item: Project team to reach into the ATO for advice regarding potential tax implications for affected members.

s 22(1)(a)(ii) noted the next set of communications will include process maps to assist members in understanding the complexity of the project.

It was noted the unions have been provided the updated communication.

7. Decisions Required

s 47C(1)

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8. Other Employee Entitlements

Outcome: Noted

Leave Accrual Issue:

Communications were provided to NMPSS to send to staff regarding the leave accrual issue. The AFP will pay members their leave entitlement rather than adjust their balance.

Overtime Settlement Period:

The update was provided to Ms. Bird. The value will be factored into the estimate.

Action item: Project team to advise relevant teams to update the Commissioner on all issues.

9. Other Business

No other business noted.

Next Meeting: Friday 16 August 2019

Prepared by:	s 22(1)(a)(ii)	Approval date:	26 June 2019
Approver:	Sue Bird		

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MEETING MINUTES

Project Iceberg Board Meeting

Date & meeting no	16 August 2019 #4	Timing:	10:30
Venue:	EBB National Managers Conference Centre	Chair:	Sue Bird

Present:

Name	Position
Sue Bird	Chair
Tarnya Gersbach	A/g AFP CFO
Vidoshi Jana	External – Department of Home Affairs
Alison MacDonald	AFP Manager Chief Counsel
s 22(1)(a)(ii)	AFP Deputy General Counsel
s 22(1)(a)(ii)	KPMG Program Office Coordinator/Secretariat

Apologies:

Name	Position
s 22(1)(a)(ii)	KPMG Program Management
Peter Crozier	AFP NMPSS
Darren Box	AFP CFO
Katherine Jones	External – Department of Finance
Stefan Jerga	AFP A/g Chief Counsel

Sensitive: Legal

1. Opening – Welcome

The Chair welcomed the Board members.

2. Minutes

Outcome: Accepted

All completed items have been removed from action item list

Action Item: Ms. Jana to follow up with Home Affairs to see if rent-free accommodation has been put on the agenda at the Deputy Secretary Reference Group.

Action Item: Ms. Jana to provide the board with worked examples out of session.

Action Item: Project team to continue to investigate the unfunded liability requirement from DoF prior to the new Commissioner starting.

3. Project Update

Outcome: The Board noted the project update.

Ms. Bird noted the current progress table should provide additional information to show a more accurate representation of the progress and completion of each cohort.

Ms. Bird noted the progress table will be use to highlight the resourcing requirements of the project.

Ms. Gersbach noted the project team's next cohort for completion is the withdrawn members.

The project team have been advised by CSC that those members who are already in pension phase will be completed through a manual process and will take significantly longer. In addition CSC will not be able to complete these members until their annual statement process is completed.

Ms. Gersbach advised the Board the project team will complete those withdrawn members who are still active within their superannuation fund first to ensure the project team keep progressing through the cohorts.

The Board has requested a forward projection of the completion of reviews to assist with resourcing requirements.

Action Item: Project team to update progress table and distribute with the minutes.

Action Item: Provide the Board with a forward projection of the completion of the reviews.

s 47C(1)

Sensitive: Legal

s 47C(1)

Ms. Bird has asked the project team to review the timeframes on the Gantt Chart and provide a paper regarding the assumptions the team has used for the completion.

Action Item: Project team to review Gantt Chart time frames and document assumptions.

4. Legal Issues

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s 42(1)

s 42(1), s 22(1)(a)(ii)

5. Communication Strategy

Ms. Bird has requested all communications be provided in the papers for information only.

Action Item: Project team to provide the Board with all communications.

Ms. Gersbach noted the project team is currently liaising with the ATO and CSC regarding the communications to members with information on potential tax implications.

Action Item: Project team to follow up with CSC and ATO on tax communications.

Ms. Gersbach noted the project team has provided the AFPA with the most recent communication update. Prior to this there was a meeting with NMPSS, CFO and MBS and the AFPA at the start of August where the superannuation project was discussed.

Ms. Bird requested the project team provide an update to members each month going forward.

Ms. Bird requested the project team provide to the monthly executive paper talking points for the superannuation project.

Action Item: Project team to provide to the monthly executive paper through MBS talking points for the superannuation project.

Sensitive: Legal

Action Item: Project team to provide Ms. Bird with some of the positive responses from the recent communications.

Action Item: Project team to add Legal to the distribution list to receive the communication updates.

6. Decisions Required

s 47C(1), s 42(1), s 22(1)(a)(ii)

7. Other Employee Entitlements

Outcome: Noted

Leave Accrual Issue:

Ms. Gersbach signed off on the process / treatment and the team is currently working through the identification of the balances. It is planned to be completed by month end.

Overtime Settlement Period:

Information was provided to members on 16 August 2019. Stage one allows members to update their own records manually and have supervisors approve amended entries, provided it is in the past 99 weeks.

Stage two relates to the historic records and requires a centralised approach as members do not have access to the records.

8. Other Business

Resourcing for Project

Ms. Gersbach to look into the security clearance process, including the possibility to send contractors with baseline clearances to Majura.

Ms. Bird to reach into other agencies and see if any people would be happy to assist the AFP.

Action Item: Project team to provide Ms. Bird with requirements for additional team members.

Ms. Bird noted she would like to be notified regarding any hurdles the project team hit.

Sensitive: Legal

Sensitive: Legal

Next Meeting: Friday 11 October 2019

Prepared by:	s 22(1)(a)(ii)	Approval date:	20/09/19
Approver:	Sue Bird		

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Sensitive: Legal



MEETING MINUTES

Project Iceberg Board Meeting

Date & meeting no	18 October 2019 #5	Timing:	10:30
Venue:	EBB National Managers Conference Centre	Chair:	Darren Box

Present:

Name	Position
Darren Box	Chair - AFP CFO
Katherine Jones	External – Department of Finance
Vidoshi Jana	External – Department of Home Affairs
Tarnya Gersbach	Manager Business Services
Stefan Jerga	AFP A/g Chief Counsel
s 22(1)(a)(ii)	AFP Deputy General Counsel
s 22(1)(a)(ii)	KPMG Program Management
s 22(1)(a)(ii)	Project Team

Apologies:

Name	Position
Sue Bird	Chair
Peter Crozier	AFP NMPSS
s 22(1)(a)(ii)	KPMG Program Office Coordinator/Secretariat

1. Opening – Welcome

s 22(1)(a)(ii) as introduced to the Board. He has joined the Project team on secondment from the Department of Home Affairs.

2. Minutes

Outcome: The minutes were accepted by the Board. The action items have been updated to reflect the agreed position of the Board. The Board requested that action items be noted as closed in the meeting papers, where the action is complete. It does not require sign off from the Board.

Action Item 2: Resourcing. The paper on the forward projection of the project was discussed.

Outcome: The Board noted the content of the paper, in particular the challenges faced, the need to continue to consider options for reducing the project timeframe.

The Board agreed the project team should continue to seek additional resources.

The challenges resulting from the security arrangements were discussed, noting the impost on the project team, and potential risks to well-being, of the requirement to escort team members who only had baseline clearances

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s 47C(1)

s 47C(1)

s 47C(1), s 42(1)

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3. Project Update

Outcome: The Board noted the paper.

There are red flags for scheduling and finances. The financial flag is not correct (the project management tool produces an incorrect result). While there is pressure on budget, the CFO will manage centrally.

The processes are still being worked through in relation to the CSC communication with members following their processing.

The Board agreed to move CSS 54/11 relevant staff into the 'soon to retire' cohort, facilitating early processing to enable them to be aware of their position before they reach the 54/11 decision point.

4. Legal Issues

s 42(1)

5. Communication

Outcome: The Board noted the paper.

The Board agreed with the update to all 54/11 CSS members, and the more general update.

6. Other Employee Entitlements

Outcome: The Board noted the current status of these matters.

Leave Accrual Issue: the rectification of this matter is largely complete. There are a small number of deceased members and some 'tricky' people in family court issues still to resolve.

Settlement Period Review: the rectification of this matter is progressing. The responsible team have advised all members with currently accessible time records of their time recording requirements and the review they need to undertake in the system. As it happens, it flows through to supervisor for approval and then it is paid. For older periods and withdrawn members, the process needs to be done on their behalf. The first 500 have been notified, with 170 people assisted to update records. Where they've advised they are opting out, records are being updated to reflect the decision. This is people who advise of their circumstances at the time (that they received time off in lieu, chose to work without an expectation of payment, etc). It is expected to be complete by 30 June.

An EA Compliance review is currently underway, and will provide assurance going forward no additional issues will be identified.

7. Other Business

The Board noted the project has a lot of complexity and is a significant process. It is important, with the change of CEO, there is a good understanding of the project and his expectations are actively managed.

Action Item: A briefing pack be prepared highlighting the volume, quantum, complexity, prioritisation of the project, noting the new Commissioner operates on visuals.

Next Meeting: Friday 13 December 2019

Prepared by:	s 22(1)(a)(ii)	Approval date:	
Approver:	Sue Bird		



MEETING MINUTES

Project Iceberg Board Meeting

Date & meeting no	15 January 2020 #6	Timing:	15:00
Venue:	EBB National Managers Conference Centre	Chair:	Sue Bird

Present:

Name	Position
Sue Bird	AFP COO
Darren Box	AFP CFO
Katherine Jones	External – Department of Finance
Tarnya Gersbach	AFP Manager Business Services
Stefan Jerga	AFP A/g Chief Counsel
s 22(1)(a)(ii)	AFP Deputy General Counsel
s 22(1)(a)(ii)	KPMG Program Management KPMG Program Office Coordinator/Secretariat

Apologies:

Name	Position
Peter Crozier	AFP ACPSS
Vidoshi Jana	External – Department of Home Affairs

1. Opening – Welcome

Ms. Bird welcomed the Board. Apologies given for Ms. Jana.

2. Minutes

Outcome: The minutes were accepted by the Board.

Action Item 1-18/10/19: Security Clearances. The project team has a team member working in security vetting and prioritising the clearance process for project team members.

Home Affairs are allowing the AFP to complete the NV1 process for the project team seconded member.

Action: Ms. Gersbach to check with Security Vetting that [redacted] s 22(1)(a)(ii) s working solely on project clearances.

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s 47C(1), s 22(1)(a)(ii)

3. Project Update

Outcome: The Board noted the project updated

Ms. Gersbach informed the Board the Quality Assurance issue raised at the last board meeting has been looked into. The team's advice is to not make changes to the process at this time. As new member join the team, the completion rate will increase.

s 22(1)(a)(ii) noted, the review is the calculation and the QA process is separate. Due to the data issues, reducing the QA process would increase risks around completeness of reviews.

Ms. Gersbach noted the additional complexities around those members on workers compensation, which require a QA process.

s 22(1)(a)(ii) noted for a small cohort of low risk members, the QA process will not be undertaken, unless there is a change in superannuation salary.

Ms. Jones asked the Board what the general response was from the Commissioner regarding the project and its timeline.

Ms. Bird noted the Commissioner has not given any specific deadlines. He is pleased with the current order of priority with member reviews and the relationship formed with the unions.

Mr. Box noted the project team have not had clear air until recent months to really progress with the reviews.

Ms. Bird agreed to leave the quality assurance process as is and re-review at the next meeting when there has been more progress and an increase in project team members.

Progress Report:

Ms. Jones expressed her confusion at exactly what the progress table is showing.

Ms. Bird requested an adjustment to the progress tables, showing a total of the completion and the average number of reviews being completed.

Ms. Jones requested a visual representation of the progress to be included.

Ms. Bird noted the updated progress table will be useful for Senate Estimates briefing.

Action: Project team to prepare an updated progress report and provide presentation options prior to the next Board meeting.

Toolbox Status Update:

Ms. Bird requested the language around the workers compensation allowance be adjusted to make it clear the base salary is superable on a compensation payment, however allowances are considered a top-up and not superable.

Action: Amend language in status update around workers compensation to be clearer on what component is superable.

s 47C, s 22(1)(a)(ii)

EPSC Payments:

Ms. Gersbach informed the Board the AFP is required to pay the EPSC payments as advised by CSC and these are made through the SAP system.

Action: Project team to facilitate payment of EPSC amounts for current contributing members.

4. Legal Issues



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s 42(1)

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s 42(1)

5. Communication

Outcome: The Board noted the paper.

Ms. Gersbach informed the Board members have been asking for specific dates and completion timeframes.

s 22(1)(a)(ii) noted the communications have not outlined the total number of members affects.

Ms. Bird noted the Commissioner would like the AFP to be open and transparent.

Action: Project to prepare next set of communications to include timeframes and provide to the Board for clearance out of session.

6. Other Employee Entitlements

Outcome: The Board noted the current status of these matters.

Overtime Settlement Period: the rectification of this matter is progressing. The processing of the issue has reduced the liability from \$9 million to \$6 million.

7. Commissioner Briefing Pack

Outcome: The Board noted the briefing pack

Ms. Bird noted the briefing pack is in the right format for the Commissioner.

Next Meeting: TBA

Prepared by:	s 22(1)(a)(ii)	Approval date:	
Approver:	Tarnya Gersbach		

MEETING MINUTES

Project Iceberg Board Meeting

Date & meeting no	23 March 2020 #7	Timing:	14:30
Venue:	EBB National Managers Conference Centre	Chair:	Darren Box

Present:

Name	Position
Darren Box	AFP A/g COO
Tarnya Gersbach	AFP A/g CFO
David McLean	AFP Assistant Commissioner - People
Samantha Nichol	AFP Chief Counsel
s 22(1)(a)(ii)	AFP Deputy General Counsel
s 22(1)(a)(ii)	KPMG Program Management KPMG Program Office Coordinator/Secretariat

Apologies:

Name	Position
Vidoshi Jana	External – Department of Home Affairs
Katherine Jones	External – Department of Finance

1. Opening – Welcome

Mr. Box welcomed the Board members and provided apologies for Ms. Jana and Ms. Jones.

Mr. Box noted as the two external members were absent the Board would run through the agenda and provide pending decisions, however all decisions are required to be approved by the external members.

Action: Decision papers will be distributed for consultation out of session.

2. Minutes

Outcome: The minutes were accepted by the Board.

Outcome: Action items updated.

3. Project Update

Outcome: The Board noted the project update however raised concern about the progress to date and the veracity of the end of calendar year completion timeframe.

Ms Gersbach provided an update on the approach to the work audit will do on the provision this year. She has planned a different approach, noting that the model was approved last year. As a result, the provision will be amended to add on a year of the model to increase the provision by the impact of the 2019-20 effect.

In addition, work is underway to complete a comparison of the output from the model and the actual outcomes for completed reviews to include in the issue paper for audit. This is anticipated to be completed shortly.

The project advised there are 16 members of the project team with 12 undertaking review/QA activity. While there was little interest in the market for the work, the security clearance process delays the onboarding of additional team members which are able to be secured.

With the PSSap members who have had reviews completed, it is possible to make payments for the employer contribution. However, the market movement (interest calculations) are complex and have not been completed. The project will be going out to market for the interest calcs.

Pending Decision – *The Board made the interim decision (pending agreement of absent members) to make the employer contribution payment to superannuation funds of vulnerable people, noting that the interest (market movement) payment would be made at a later date.*

The Board reviewed the progress tables and graphs.

The Board noted that it is unlikely the project will be completed by December. Security clearances are holding up the onboarding of additional resources.

The Chair asked for the project team to prepare a plan for a pause, including the recovery phase for recommencing.

s 22(1)(a)(ii) noted the regulatory part of the tax office reach into the AFP. We have been spending lots of time bringing them up to speed on the project.

Ms Gersbach advised the Fair Work Ombudsman will require monthly reporting to keep them informed. FWO are reasonably comfortable the project is progressing appropriately. The overtime project will need to be included in the updates.

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s 42(1)

5. Communication

Outcome: The Board noted the paper.

6. Other Employee Entitlements

Outcome: The Board noted the current status of these matters.

In relation to overtime, the project is continuing. All active members have been told of their requirements. The biggest issue to reaching out to withdrawn members.

It is intended to be finalised by 30 June.

7. Other Business

Action item: A/g CFO will continue to investigate people for the project. Include consideration of Commerce students from ANU, labour hire staff or paralegals (working in a non-legal capacity) and the use of casuals.

Next Meeting: TBA

Prepared by:

s 22(1)(a)(ii)

Approval date:

Approver:

Tarnya Gersbach

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MEETING MINUTES

Project Iceberg Board Meeting

Date & meeting no	25 August 2020 #8	Timing:	11:00
Venue:	EBB National Managers Conference Centre	Chair:	Darren Box

Present:

Name	Position
Darren Box	AFP A/g COO
Tarnya Gersbach	AFP A/g CFO
Vidoshi Jana	External – Department of Home Affairs
s 22(1)(a)(ii)	Coordinator executive, performance and people services
Samantha Nichol	AFP Chief Counsel
s 22(1)(a)(ii)	AFP Deputy General Counsel
s 22(1)(a)(ii)	KPMG Program Management KPMG Program Office Coordinator/Secretariat

Apologies:

Name	Position
N/A	

1. Opening – Welcome

Mr. Box welcomed the Board

Mr. Box noted as there was at least one external member the Quorum was met and the Board could run through the agenda and provide decisions.

2. Minutes

Outcome: The minutes were accepted by the Board.

Outcome: Action items updated (see attached).

3. Project Update

Outcome: The Board noted the project update, raising concern about the progress to date and the veracity of the end of calendar year completion timeframe.

Ms Gersbach provided an update on the approach to the work audit continues to undertake in relation to the provision this year. Audit appears to be progressing well. The most recently requested sample for review is expected to be provided to the audit team by 25 August 2020.

With the PSSap members who have had reviews completed, it is possible to make payments for the employer contribution. However, the market movement (interest calculations) are complex and have not been completed. The project has been considering testing the market for the interest calculations, however due to the nature and size of the work a suitable approach is yet to be found.

The Board reviewed the progress tables and graphs.

s 22(1)(a)(ii) noted the regulatory part of the Australian Taxation Office has reached into the AFP. We have been spending time bringing them up to speed on the project.

Ms Gersbach responded to the query from Ms Jana on the reporting to FWO advised CFO/COO the AFP should have reported both the Superannuation and overtime issue to the Fair Work Ombudsman. In addition they require monthly reporting on progress in regard to rectification. FWO are reasonably comfortable the project is progressing appropriately. The overtime project has been the subject of several rounds of questioning by FWO to CFO presumably to determine the FWO position on the issue.

Two additional issues discussed in the meeting were the completion of individuals where the file cannot currently be located and individuals that received compensation.

The Board agreed Manager of Business Services should send out an email requesting the return of outstanding files that may be sitting with individuals, there after the project team should progress with reviews using SAP as source data.

The Board also supported the project teams approach towards completing individuals in receipt of compensation, where project team members would request training and access from the compensation team to allow the project team to complete additional steps without relying on the compensation team.

Rent-free accommodation

There was a discussion about the AFP's decision on Rent-Free Accommodation. The project team will continue to reach out to other departments to get an understanding of how other commonwealth agencies are planning to handle it. Chair would like a brief provided to the commissioner by the end of next week, other work will need to be performed outside of the scope of the Iceberg Project. Communication to members will

need to be prepared soon, the project team has requested some assistance from legal in drafting the communications.

The project team advised the number or value is unable to be quantified at the moment.

4. Updated Terms of Reference

Outcome: The Board approved the revised Terms of Reference, subject to some amendments.

It was noted that the frequency of meetings was monthly in the Terms of Reference. While the Board agreed, previously, to adjust timing to be every second month, the Board agreed to revert to monthly meetings. The Board also asked the Project Team to develop the forward plan of meeting dates.

Membership is to be adjusted to reflect that Lucelle Veneros will be an adviser to the Board. Chief Counsel is also an adviser, rather than a member. The Quorum was also amended to reflect those adjustments.

5. Legal Issues

s 42(1)

6. BAU Issues

Outcome: the Board noted the issues, agreed to the approach for recovery. The Board requested planned communication not be undertaken until all reviews were complete, and a more settled position was available for consideration.

s 42(1)

7. Communication

This paper was not considered.

8. Other employee entitlement matters

This paper was not considered.

9. Fair Work Report

This paper was not considered.

Next Meeting: 11 September 2020

Prepared by:	s 22(1)(a)(ii)	Approval date:	
Approver:	Tarnya Gersbach		

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MEETING MINUTES

Project Iceberg Board Meeting

Date & meeting no	11 September 2020 #9	Timing:	11:30
Venue:	EBB National Managers Conference Centre	Chair:	Darren Box

Present:

Name	Position
Darren Box	AFP A/g COO
Tarnya Gersbach	AFP A/g CFO
Luci Henson	AFP A/g NMPC
Samantha Nichol	AFP Chief Counsel
s 22(1)(a)(ii)	AFP Deputy General Counsel
s 22(1)(a)(ii)	KPMG Program Management KPMG Program Office Coordinator/Secretariat

Apologies:

Name	Position
Vidoshi Jana	External – Department of Home Affairs

1. Opening – Welcome

Mr. Box welcomed the Board

Mr. Box noted as the Quorum was met and the Board could run through the agenda and provide decisions.

2. Minutes

Outcome: The minutes were accepted by the Board.

Outcome: Action items updated (see attached).

3. Project Update

Outcome: The Board noted the project update, raising concern about the progress to date and the veracity of the end of calendar year completion timeframe.

Ms Gersbach provided an update on audit, noting that the auditors have downgraded it's prior year finding relating to underpayment of Superannuation from B to C.

With the PSSap members who have had reviews completed, it is possible to make payments for the employer contribution. However, the market movement (interest calculations) are complex and have not been completed. The project has been considering testing the market for the interest calculations, however due to the nature and size of the work a suitable approach is yet to be found.

The Board reviewed the progress tables and graphs, the board is happy with the progress of the reviews and understands that steps have been undertaken to return payroll staff to assist with the QA portion of the reviews.

Two issues discussed in the meeting were the completion of individuals where the file cannot currently be located and individuals that received compensation.

The Board agreed Manager of Business Services should send out an email requesting the return of outstanding files that may be sitting with individuals, there after the project team should progress with reviews using SAP as source data. The Manager of Business Services has checked with Payroll areas and is now reaching out to other areas of the AFP.

The Board also supported the project teams approach towards completing individuals in receipt of compensation, where project team members would request training and access from the compensation team to allow the project team to complete additional steps without relying on the compensation team. The project team has organised access and training with compensation team, the project team is looking to commence the additional review steps relating to those in receipt of compensation in the week starting 14 September 2020.

Rent-free accommodation

There was a discussion about the AFP's decision on Rent-Free Accommodation. The project team will continue to reach out to other departments to get an understanding of how other commonwealth agencies are planning to handle it. The board is currently still working through it's position for rent free accomodation.

The project team advised the number or value is unable to be quantified at the moment.

4. Project decisions

s 47C(1), s 42(1)

5. Legal Issues

There were no issues discussed in this agenda item

6. Communication

The board has agreed that the members will require an update, the project team will prepare an update for members and has requested assistance from legal to ensure communications are appropriate.

7. Other employee entitlement matters

The BAU Superannuation team has completed the work surrounding the AFP's Superannuation guarantee requirements and is finalising with ATO, the work was completed within amnesty time frame.

The issues relating to Overtime and International leave accruals are largely resolved and outside the scope of the Iceberg project and will be removed from agenda going forward.

8. Fair Work Report

The Fair Work Ombudsman has not raised any issues with the project and was happy with the projects progress in recent communications.

9. Other business

There were no new items discussed in this agenda item.

Next Meeting: 09 October 2020

Prepared by:	s 22(1)(a)(ii)	Approval date:
Approver:	Tarnya Gersbach	

MEETING MINUTES

Project Iceberg Board Meeting

Date & meeting no	9 October 2020 #10	Timing:	11:30
Venue:	EBB National Managers Conference Centre	Chair:	Darren Box

Present:

Name	Position
Tarnya Gersbach	AFP A/g CFO
Marina Simoncini	AFP A/g NMPC
s 22(1)(a)(ii)	AFP Deputy General Counsel
s 22(1)(a)(ii)	KPMG Program Management KPMG Program Office Coordinator/Secretariat

Apologies:

Name	Position
Darren Box	AFP A/g COO
Samantha Nichol	AFP Chief Counsel
Vidoshi Jana	External – Department of Home Affairs

4. Opening – Welcome

Ms Gersbach welcomed the Board

Ms Gersbach noted the Quorum was not met as there were only two members present. It was therefore not possible for the board to make decisions.

However a project update was provided to those present and a discussion on the decision paper – Market movements. It was agreed the paper would be circulated out of session for endorsement. However, given the timing and the change of people in roles, this was unable to be achieved and the paper will be presented at the November meeting.



MEETING MINUTES

Project Iceberg Board Meeting

Date & meeting no	13 November 2020 #10	Timing:	10:30
Venue:	EBB Commissioners Conference Centre	Chair:	Charlotte Tressler

Present:

Name	Position
Charlotte Tressler	AFP COO
Tarnya Gersbach	AFP A/g CFO
Samantha Nichol	AFP Chief Counsel
s 22(1)(a)(ii)	AFP Deputy General Counsel
Vidoshi Jana	External – Department of Home Affairs
s 22(1)(a)(ii)	KPMG Program Management
	KPMG Program Office Coordinator/Secretariat

Apologies:

Name	Position
Debbie Platz	AFP Assistant Commissioner P&C

1. Opening – Welcome

Ms. Tressler welcomed the Board

Ms. Tressler confirmed with members that a Quorum was no longer required, and the Board could run through the agenda. The chair is accountable for decisions, informed by the Board. The out of session request for agreement of the Terms of reference to be updated to reflect the change in the Quorum requirements and and the confirmation in the room at this meeting endorse this approach.

2. Minutes

Outcome: The minutes were accepted by the Board, with the addition, in the Action Log and Item 4. Project decisions [REDACTED] s 42(1)

[REDACTED] s 42(1)

Outcome: Action items updated (see attached).

3. Project Update

Outcome: The Board noted the project update, raising concern about the progress to date and the veracity of the end of calendar year completion timeframe, the chair requested the project team prepare a new expected end date for the project.

It was noted that, to date, only two corrections have been made for members not contributing to CSS and PSS. Both were members with special circumstances. For accumulation plan fund members who have had reviews completed, it is possible to make payments for the employer contribution. However, the market movement (interest calculations) are complex and have not been completed, except for those two members. Mercer (the provider to CSC of fund management services for PSSap) is not able to complete the calculations, except in exceptional circumstances. The project has been considering testing the market for the interest calculations, however due to the nature and size of the work a suitable approach is yet to be found. The chair has requested that alternative options for calculating accumulation plan market movement calculations be explored. The Board requested that potential calculation methodologies be discussed with the Department of Finance.

The Board reviewed the progress tables and graphs, and is comfortable with the progress of the reviews. The Board noted that steps have been undertaken to return payroll staff to assist with the QA portion of the reviews.

The Board requested the project team consider applying a risk-based lens to the QA process.

4. Legal Issues

s 42(1)

5. Communication

The Board noted the most recent communication items.

7. Other business

s 42(1)

Next Meeting: 11 December 2020

Prepared by:	s 22(1)(a)(ii)	Approval date:	
Approver:	Tarnya Gersbach		

MEETING MINUTES

Project Iceberg Board Meeting

Date & meeting no	11 December 2020 #11	Timing:	11:00
Venue:	EBB National Managers Conference Centre	Chair:	Charlotte Tressler

Present:

Name	Position
Charlotte Tressler	AFP COO
Tarnya Gersbach	AFP A/g CFO
Debbie Platz	AFP Assistant Commissioner P&C
s 22(1)(a)(ii)	AFP Deputy General Counsel
Vidoshi Jana	External – Department of Home Affairs
s 22(1)(a)(ii)	KPMG Program Management
	KPMG Program Office Coordinator/Secretariat

Apologies:

Name	Position
Samantha Nichol	AFP Chief Counsel

1. Opening – Welcome

Ms. Tressler welcomed the Board.

2. Minutes

Outcome: The minutes were accepted by the Board.

Outcome: Action items updated (see attached).

3. Project Update

Rectification

Outcome: The Board noted the project update. The project team informed the Board it is looking at a Quarter 2 2021 completion date for reviews and QA.

The Board reviewed the progress tables and graphs and noted steps have been undertaken to return payroll staff to assist with the QA portion of the reviews.

The Board requested the project team consider applying a risk-based lens to the QA process. The project team is going to gather data to inform a risk-based QA process.

Rent Free Accommodation

Outcome: The Board note the Commissioner has endorsed the AFP to follow the Whole of Government approach as advised by DoF.

A draft brief outlining a policy modifications to remove any future occurrences of rent free accommodation (as a risk mitigation strategy only) is currently being reviewed by ACPPC and CC.

A communication plan is currently being drafted. Given engagement with members is required to be cleared with DoF the first communication is likely in February 2021.

4. Legal Issues

s 42(1)

5. Communication

The Board agreed to provide members an update before Christmas, to contain the most recent information and provide a consistent message for all members.

7. Other business

The Chair noted that this was the final meeting for both s 22(1)(a)(ii) and Vidoshi Jana. The Board thanked both for their guidance and support over the life of this project to date.

Next Meeting: February 2021 (an out of session update will be provided in January)

Prepared by:	s 22(1)(a)(ii)	Approval date:	
Approver:	Tarnya Gersbach		

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MEETING MINUTES

Project Iceberg Board Meeting

Date & meeting no	12 February 2021 #12	Timing:	10:00
Venue:	EBB National Managers Conference Centre	Chair:	Charlotte Tressler

Present:

Name	Position
Charlotte Tressler	AFP COO
Tarnya Gersbach	AFP A/g CFO
Debbie Platz	AFP Assistant Commissioner P&C
Sam Nicol	AFP Chief Counsel
s 22(1)(a)(ii)	A/Deputy General Counsel
s 22(1)(a)(ii)	KPMG Program Management
	KPMG Program Office Coordinator/Secretariat

Apologies:

Name	Position
N/A	

1. Opening – Welcome

Ms. Tressler welcomed the Board.

2. Minutes

Outcome: The minutes were accepted by the Board.

Outcome: Action items updated (see attached).

3. Project Update

Rectification

The Board noted the project update.

The project team advised the Board only a handful of initial reviews remain incomplete. These reviews require investigation of a range of individual circumstances.

The project team advised the Board they have quality assured 2,103 reviews. The project team further advised they expect the rate of quality assurance (QA) to increase following implementation of streamlined procedures. The project team expects to complete all QAs in mid May.

4. Project Decisions

Rectification – QA Procedure

The project team gave an update on the implementation of streamlined QA procedures. The Chair expressed concern there was limited data on QA outcomes. It was noted the focus has continued to be on progressing completion of reviews and QA. The Board queried the high error rate in initial reviews being corrected at the QA level and asked the project team to conduct analysis and provide data on errors being identified at QA level so the Board can make informed decisions about the future application of QA.

Action - The project team to provide more detailed analysis on QA results out of session, prior to the next Board meeting.

Rectification – Market Movement

s 47C(1), s 42(1)

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5. Legal Issues

s 42(1)

6. Communication

The COO discussed the importance of working with the CSC to develop communications to members whose reviews have been finalised by AFP but are waiting on CSC assessment before they can be finalised. The COO stressed it will be important for the AFP to be able to communicate the AFP has completed all required processes, particularly given increasing pressure from members. However, this communication should be sensitive to the CSC's own challenges.

The Board also discussed communications regarding the rent-free accommodation issue. The Chair expressed a view due to the rent-free accommodation issue is outside the scope of the ongoing superannuation rectification project the communications should not be sent under the auspices of the project.

The Board noted the release of all communications should involve the media team, where appropriate.

Next Meeting: March 2021

Prepared by:	s 22(1)(a)(ii)	Approval date:	
Approver:	Tarnya Gersbach		

MEETING MINUTES

Project Iceberg Board Meeting

Date & meeting no	30 April 2021 #13	Timing:	1:00 pm
Venue:	EBB Commissioner's Conference Room	Chair:	Charlotte Tressler

Present:

Name	Position
Charlotte Tressler	AFP COO
Paul Wood	AFP CFO
Chris Black	AFP Assistant Commissioner P&C
Tarnya Gersbach	AFP Mgr Business Services
Sam Nichol	AFP Chief Counsel
s 22(1)(a)(ii)	Deputy General Counsel
s 22(1)(a)(ii)	KPMG Program Management

Apologies:

Name	Position
N/A	

1. Opening – Welcome

Ms. Tressler welcomed the Board.

2. Minutes

The minutes were accepted by the Board.
Action items updated (see attached).

3. Project Update

Rectification

The Board noted the project update.

The board discussed the timing and resourcing of the project. Considered the data quality and complexity issues will reduce as the QA moves into active members. Completion rates are anticipated to increase.

The Board noted the project’s planned approach to address the historic change in the decimal places in the AWOTE calculator.

s 42(1)

Rent Free Accommodation

s 42(1)

4. Legal Issues

s 42(1)

5. Communication

The Board noted the communication update.

Next Meeting: 3 June (1.30pm to 2.30pm)

Prepared by:	s 22(1)(a)(ii) Tarnya Gersbach	Approval date:	
Approver:	Paul Wood		

MEETING MINUTES

Project Iceberg Board Meeting

Date & meeting no	3 June 2021 #14	Timing:	1:30 pm
Venue:	EBB Commissioner's Conference Room	Chair:	Charlotte Tressler

Present:

Name	Position
Charlotte Tressler	AFP COO
Paul Wood	AFP CFO
Chris Black	AFP Assistant Commissioner P&C
Tarnya Gersbach	AFP Mgr Business Services
Sam Nichol	AFP Chief Counsel
s 22(1)(a)(ii)	Deputy General Counsel
s 22(1)(a)(ii)	KPMG Program Management

Apologies:

Name	Position
N/A	

1. Opening – Welcome

Ms. Tressler welcomed the Board.

2. Minutes

The minutes were accepted by the Board.
Action items updated (see attached).

3. Project Update

Rectification

The Board noted the project update.

The board discussed the timing and resourcing of the project, noting the impact of the 12 in 24 issue on timeframes.

The release of information to members was discussed. The Board agreed that information should be released under the same standard as FOI.

Rent Free Accommodation

The Board noted the update.

The Board discussed the contract approach when compared to the contribution method for mitigating any potential future liability. Several agencies have progressed with the agreement option. The AFP will be the first to progress the rent contribution option. There is no whole of government advice on what an acceptable rent contribution should be other than not a nominal amount and it need not reflect the value of the rent cost. The Board requested Manager Business Services seek guidance from DoF and AGD.

The Board discussed the current term transfer arrangements and considered what might be out of scope (secondee arrangements).

Action: Letter to be sent to DoF and AGD requesting a consistent approach in regard to the rent contribution mitigation option. Specific reference to the quantum considered appropriate.

4. Legal Issues

s 42(1)

5. Communication

The Board noted the communication update and requested a log of communications be prepared.

6. Other business

The Board sought information on the Enterprise Agreement compliance review.

Action: Provide a copy of the Enterprise Agreement Compliance Review report to the Board.

Next Meeting: TBA

Prepared by:	s 22(1)(a)(ii) Tarnya Gersbach	Approval date:	1 July 2021
Approver:	Paul Wood		

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s 42(1), s 47C(1)
s 42(1), s 47C(1), s 22(1)(a)(ii)
s 42(1), s 47E(d), s 22(1)(a)(ii)
s 47C(1)

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s 42(1), s 22(1)(a)(ii), s 47E(d)

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s 22(1)(a)(ii)

- s 22(1)(a)(ii)
- s 42
- s 42(1)
- s 42(1), s 22(1)(a)(ii)
- s 42(1), s 47E(d), s 22(1)(a)(ii)

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s 22(1)(a)(ii)

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s 42(1), s 22(1)(a)(ii), s 47E(d)

- s 22(1)(a)(ii)
- s 42(1)
- s 42(1), s 22(1)(a)(ii)
- s 42(1), s 22(1)(a)(ii), s 47E(d)

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s 22(1)(a)(ii)

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s 42(1),s 22(1)(a)(ii)

- s 42(1)
- s 42(1), s 22(1)(a)(ii)
- s 42(1), s 22(1)(a)(ii), s 47E(d)
- s 42(1),s 22(1)(a)(ii)

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s 22(1)(a)(ii)

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s 42(1), s 22(1)(a)(ii)

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- s 42(1)
- s 42(1), s 22(1)(a)(ii)
- s 42(1), s 47E(d), s 22(1)(a)(ii)

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