

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2012-13 Additional Estimates Hearings

Outcome Number: Cross Outcome

Question No: 256

Topic: Education Expenses

Hansard Page: Written

Senator Boyce asked:

For this financial year to date, detail all education expenses (i.e. in house courses and tertiary studies) for each portfolio department and agency. Include what type of course, the total cost, cost per participant, the employment classification of each participant, how many participants and the amount of study leave granted to each participant (provide a breakdown for each employment classification). Also include the reason for the study and how it is beneficial for the department/agency.

Answer: In order to respond to the level of detail requested in the Question on Notice, the Department would be required to allocate extensive resources to gather this information. However, the Department has gathered centrally coordinated information relating to staff attendance for training provided and total costs incurred in the attachments.

For the financial year to 31 January 2013, the total cost for all education expenses for FaHCSIA for which information has been reported, is \$2,386,989.00 (GST exclusive). Based on the information provided, the average cost of training courses was \$421.00 per participant. Training is targeted across all classifications within the Department.

Information on internal and external learning and development activities, such as attendance at the Department's internal training and development programs and external conferences and seminars is at **Attachment A**. Information on FaHCSIA studies assistance is at **Attachment B**.

Data on reasons for study are not captured by the Department. Nominations for study can be generated from self-assessment of needs, supervisor recommendations, or through performance discussions.

Training in the Department is provided to enable employees to develop the skills and knowledge they need to improve their work performance and career prospects, and to ensure employees have the capabilities to deliver on the business outcomes of the Department.

Information regarding portfolio bodies is at **Attachment C**.

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FaHCSIA

Attachment A

Course Type	Participant Numbers	Classifications breakdown	Total hours in training	Total cost (GST excl)	Average cost per participant (GST excl)
Information Technology & Records Management	1,116	APS 1 x1; APS 2 x5; APS 3 x48; APS 4 x80; APS 5 x222; APS 6 x399; EL 1 x253; EL 2 x56; Legal Officer (LO) x1; Principal Legal Officer (PLO) x3; Senior Legal Officer (SLO) x1; Public Affairs Officer (PAO) Grade 1 x5; PAO Grade 2 x5; PAO Grade 3 x5; Not specified x32.	4,067	\$2,286,742	\$421
Occupational Health & Safety	1,078	APS 1 x13; APS 2 x10; APS 3 x62; APS 4 x100; APS 5 x153; APS 6 x382; EL 1 x265; EL 2 x66; SES Band 1 x7; SES Band 2 x1; PLO x3; SLO x3; PAO 1 x1; PAO 2 x2; PAO 3 x2; Not specified x8.	1,170		
Policy Development	384	APS 3 x3; APS 4 x13; APS 5 x40; APS 6 x142; EL 1 x154; EL 2 x32.	1,520		
Contract Management	82	APS 1 x1; APS 2 x1; APS 3 x3; APS 4 x4; APS 5 x15; APS 6 x27; EL 1 x26; EL 2 x5.	581		
Governance, Risk & Compliance	370	APS 3 x21; APS 4 x9; APS 5 x14; APS 6 x36; EL 1 x51; EL 2 x15; SES Band 1 x14; SES Band 2 x2; Legal/Special Counsel x6; LO x62; PLO x74; SLO x66.	719		
Leadership & Management	277	APS 5 x9; APS 6 x25; EL 1 x100; EL 2 x103; SES Band 1 x16; Legal/Special Counsel x1; PAO 2 x4; PAO 3 x11; SLO x2; Senior PAO (SPAO) x6.	2,238		
People Management	1,358	APS 1 x13; APS 2 x12; APS 3 x61; APS 4 x92; APS 5 x199; APS 6 x371; EL 1 x402; EL 2 x129; SES Band 1 x13; SES Band 2 x4; Legal/Special Counsel x1; LO x6; PLO x5; PAO 1 x3; PAO 2 x5; PAO 3 x2; SLO x7; SPAO x1; Not specified x32.	1,520		
Communication & Writing	251	APS 1 x5; APS 2 x1; APS 3 x22; APS 4 x29; APS 5 x42; APS 6 x75; EL 1 x62; EL 2 x10; SES Band 1 x1; PAO 2 x1; PAO 3 x2; Not specified x1.	1,917		
Financial Management & Budgeting	135	APS 1 x5; APS 2 x2; APS 3 x6; APS 4 x12; APS 5 x14; APS 6 x33; EL 1 x31; EL 2 x28; SES Band 1 x2; PAO 2 x1; Not specified x1.	820		

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Events Seminars & Conferences	141	APS 3 x11; APS 4 x12; APS 5 x29; APS 6 x45; EL 1 x33; EL 2 x10; Not specified x1.	593		
External Training	240	APS 1 x3; APS 2 x2; APS 3 x13; APS 4 x11; APS 5 x22; APS 6 x55; EL 1 x78; EL 2 x25; SES Band 1 x2; LO x8; PLO x10; SLO x10; PAO 1 x1.	2,740		
Totals	5,432		17,885	\$2,286,742	\$421

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FaHCSIA Studies Assistance

Attachment B

Number of Participants	Employee Classification	Study Subject	Amount of Study Leave Granted to Each Participant (hours)	Cost Per Participant for this period
1	EL2	Company Director's Course	37.5	\$2,800.00
1	EL2	Master of Information Studies	14	\$1,400.00
1	APS4	Master of Public Policy	35	\$1,400.00
1	APS6	Certificate IV of Government	90	NIL
1	APS6	Master of Social Work	35	NIL
1	APS6	Master of Applied Anthropology & Participatory Development	65	\$1,400.00
1	APS5	Juris Doctorate	63	NIL
1	APS4	Master of Public Policy	50	\$1,400.00
1	APS5	Introduction to University Learning	0	\$795.00
1	EL1	Master of Social Work	79.5	\$1,250.00
1	APS6	Bachelor of Government & Public Management	42	\$706.00
1	APS5	Master of Psychology	90	NIL
1	APS2	Business Computing	40	\$158.35
1	APS6	Advanced Diploma of Accounting	0	\$1,570.00
1	EL2	Bachelor of Laws	0	\$1,060.31
1	SES B1	Master of Ethics & Legal Studies	22	\$1,400.00
1	EL1	Bachelor of Laws	60	\$1,400.00
1	APS6	Political Institutions and Policy Process	80	\$1,400.00
1	EL2	Master of Business Administration	90	NIL
1	APS5	Bachelor of Accounting	60	\$1,154.75
1	APS5	Certificate IV of Government	0	NIL
1	APS4	Certificate IV of Government	0	NIL

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Number of Participants	Employee Classification	Study Subject	Amount of Study Leave Granted to Each Participant (hours)	Cost Per Participant for this period
1	APS6	Bachelor of Social Science	81	NIL
1	LO5	Graduate Diploma of Legal Practice	0	\$2,800.00
1	EL1	Certificate IV of Professional Communications	51	\$252.90
1	APS5	Diploma of Government	90	NIL
1	EL1	Master of Public Policy	45	\$575.00
1	EL1	CPA Program Professional Level	33	\$815.00
1	APS6	Diploma of Editing	90	NIL
1	APS5	Diploma of Management	0	\$2,800.00
1	APS5	Master of International Social Development	6.5	\$700.00
1	APS5	Juris Doctor	70	\$1,400.00
1	APS5	Bachelor of Business Studies	39	\$532.00
1	APS5 (TPA)	Bachelor of Information Technology	30	\$1,004.00
1	APS6	Master of Social Research	52	\$2,250.00
1	APS5	Bachelor of Education (Early Childhood Education)	0	NIL
1	EL1	Master of GIS & Remote Sensing	50	\$1,400.00
1	APS5	Certified Public Accountant	33	\$815.00
1	APS5	Master of Law and Master of Diplomacy	0	NIL
1	EL1	CPA Foundation Exam	0	\$495.00
1	APS6	Master of Public Policy	55	\$1,400.00
1	EL2	Master of Business Administration	0	\$1,840.00
1	EL1	Diploma of Government (Financial Service)	0	\$4,450.00
1	EL1	Certificate IV/Diploma	82.5	\$432.90
1		Master of Laws (International)	52.5	\$2,800.00

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Number of Participants	Employee Classification	Study Subject	Amount of Study Leave Granted to Each Participant (hours)	Cost Per Participant for this period
1	APS5	Chartered Accountant Program	39	\$1,139.00
1	EL1	Bachelor of Arts/ Bachelor or Management	63	\$1,400.00
1	APS6	Certificate III of Accounts Administration	90	\$216.90
1		Certificate III in Accounts Administration	90	\$144.00
1		Certificate III of Accounts Administration	50	\$216.90
1	EL1	Management of Change	0	\$1,178.00
1	APS6	Graduate Certificate of TESOL and Foreign Language Teaching	45.5	NIL
1	APS6	Master of Applied Anthropology & Participatory Development	39	\$2,213.75
1	APS6	Master of Public Policy	90	\$1,400.00
1	APS4	Diploma of Project Management	84	NIL
1	APS5	Master of Public Policy	35	\$1,400.00
1	APS5	Master of Public Policy	26	\$1,400.00
1	APS5	Certificate IV of Government	54	NIL
1	EL1	Bachelor of Business In Management	36	\$932.00
1	EL2	Master of International & Community Development	42	\$1,400.00
1	APS6	Certificate IV of Government	90	NIL
1	APS5	Master of Human Services with Honours	70	\$1,400.00
1	APS3	Community Development & Community Service	0	\$738.90
1	APS4	Master of Arts - TESOL	12	\$2,800.00
1	EL1	Master of Business Administration	84	\$1,400.00

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Number of Participants	Employee Classification	Study Subject	Amount of Study Leave Granted to Each Participant (hours)	Cost Per Participant for this period
1	EL1	Master of Business Administration	67.2	\$2,800.00
1	EL1	Master of Business Administration	36	\$1,400.00
1	EL1	Master of Business Administration - PSM	39	\$1,400.00
1	APS6	Bachelor of Social Work	52	NIL
1	APS5	Master of Criminal Psychology	65	\$1,400.00
1	EL1	Master of Social Change & Development	0	\$1,505.00
1	APS6	Bachelor of Commerce (Acc)	52.5	\$1,021.50
1	APS6	Bachelor of Commerce (Acc)	65	\$2,120.00
1	APS6	Certificate IV Govt or Diploma of Govt	90	NIL
1	PAO3	Bachelor of Arts (Internet Communications)	90	\$2,385.00
1	APS4	Certificate IV of Business Administration	3	\$205.00
1	APS4	Certificate IV of Business Administration/ Certificate III of Events Management	0	\$396.00
1	APS5	Certificate IV Mental Health Basis	85	\$126.90
1	APS5	Bachelor of Criminology & Criminal Justice	33	NIL
1	APS5	Bachelor of Criminology & Criminal Justice	33	NIL
1	APS6	Certificate IV of Community Care	90	\$1,800.00
1	EL2	Master of Public Policy	65	\$1,400.00
1	APS6	Criminology and Criminal Justice	90	\$1,400.00
1	APS1	Diploma of Government	90	\$300.00
1	EL	Honours in Psychology	35	NIL

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Number of Participants	Employee Classification	Study Subject	Amount of Study Leave Granted to Each Participant (hours)	Cost Per Participant for this period
1	EL1	Honours in Psychology	90.5	\$1,400.00
1	APS5	Diploma of Project Management	76	NIL
1	APS6	Bachelor of Behavioural Science	65	NIL
1	APS5	Diploma National Indigenous Legal Advocacy	105	NIL
1	APS6	Bachelor of Laws	60	\$1,178.00
1	APS5	Certificate IV of Project Management	60	\$114.00
1	EL2	Master of Public Policy	0	NIL
1	APS1	Diploma of Government	5.26	\$300.00
1	EL2	Health Demography	28	\$1,400.00
1	APS5	Master Social Research	30	NIL
1	APS5	Master of Social Research	30	NIL
1		CPA Program	33	\$815.00
1	EL1	International & Community Development	39	NIL
1	EL1	Master of Business Administration	50	\$1,400.00
1	APS5	Post Graduate Certificate of Business	64.5	\$1,400.00
1	APS6	Graduate Diploma of Legal Practice	56.25	\$1,400.00
1	APS4	Master of Criminology & Criminal Justice	39	\$1,400.00
1	EL1	Master of Business Administration	50	\$1,400.00
1	APS5	Master of Business Research	75.5	\$1,400.00
1	APS4	Certificate IV of Professional Communication	40	\$144.90
1	APS2	Certificate IV of Government	90	NIL
1	APS6	Diploma of Government	0	NIL

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Number of Participants	Employee Classification	Study Subject	Amount of Study Leave Granted to Each Participant (hours)	Cost Per Participant for this period
1	APS6	Master of Applied Anthropology & Participatory Development	65	\$1,400.00
1	EL1	Bachelor of IT/Bachelor of Media Arts	37.5	NIL
1	EL1	Master of Business Administration	6	NIL
1	EL1	Certificate IV of Professional Communications	3	NIL
Total			5132.21	\$100,246.96

May say 'NIL' if: paid in previous financial year; many not have been requested; may have been a scholarship; may not have been granted or received approval for financial assistance.

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Portfolio Bodies

Attachment C

Aboriginal Hostels Limited

Education Expenses (in house courses and tertiary studies)	No of participants	Classifications of participants	Total cost of training (GST excl)	Average hours per participant spent at training	Average cost per participant (GST excl)
Work Health and Safety	132		\$123,026	14	\$932
Communication & Writing	7		\$4,630	9	\$661
Agency Specific	8		\$3,190	8	\$399
People Management	27		\$8,970	8	\$332
Personal Development	19		\$21,106	14	\$1,111
Seminar & Conference	9		\$9,683	23	\$1,076
Financial Management	5		\$3,175	8	\$635
Information Technology	24		\$22,729	14	\$947
Totals	231		\$196,509	12	\$851

The training provided to AHL staff as highlighted above forms as part of the organisations Key Strategic Priority setting for 2011/12 that focuses on building internal capability.

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Anindilyakwa Land Council

Education Expenses (in house courses and tertiary studies)	No of participants	Classification of Participants	Total cost of training (GST excl)	Average hours per participant spent at training	Average cost per participant (GST excl)
Work Health and Safety	20	All	\$500	4	\$25
Policy Development	15	All	In House	3	0
Financial Literacy Training	20	EL	\$30,000	14	\$1,500
Conferences	5	EL	\$5,000	80	\$1,000
Cert IV in Conservation and Land Management	2	All	\$6,825	35	\$3,412.5
Automotive	2		\$330	20	\$165
Outboard motor service & maintenance training	1	AO7	\$3,140	8	\$3,140
Boat Licence	4		\$7,000	8	\$1,750
Certificate III Fishing Compliance Training	1		\$2,000	35	\$2,000
Numeracy & Literacy	10	AO2	\$15,000	35	\$1,500
Coxswains	7	All	\$20,000	140	\$2,857.14
Totals	87		\$89,795	35	\$1,032.12

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Australian Institute of Family Studies

In order to respond to the level of detail requested in the Question on Notice, in particular the detail with respect to the employment classification of each participant, the Institute would be required to allocate extensive resources to gather this information. The Institute has however gathered the other information as requested and this is set out in the table below. Education and study activities are considered in light of strategic and operational requirements, staff skills and expertise and individual performance development plans.

Education Expenses (in house courses and tertiary studies)	No of participants	Classifications of participants	Total cost of training (GST excl)	Average hours per participant spent at training	Average cost per participant (GST excl)
Communications	4		\$1,431.45	7.5	\$357.86
Finance	66		\$4,489.95	2	\$68.03
IT	2		\$445.45	5	\$222.70
OH&S	2		\$1,828.09	26.5	\$914.04
People Management	1		\$454.55	15	\$454.55
Research - Technical	8		\$4,941.09	17	\$617.63
Security	4		\$6,290.00	26	\$1,572.50
Project Management	1		\$1,999.00	15	\$1,999.00
Tertiary Studies	3		\$1,000.00	45	\$333.33
Totals	91		\$22,879.58	17.66	\$251.42

Reason for Study and How it is Beneficial for the Agency

Education and study activities are considered in light of strategic and operational requirement, staff skills and expertise and individual performance development plans.

Central Land Council

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Education Expenses (in house courses and tertiary studies)	No of participants	Classifications of participants	Total cost of training (GST excl)*	Average hours per participant spent at training	Average cost per participant (GST excl)
Communication & Writing	32	*	\$375	40	\$11.72
Diversity					
Financial Management & Budgeting	4	*	-	18	\$ -
Information Technology/Records Management	63	*	\$10,849	23	\$172.21
Occupational Health & Safety	35	**	\$2,949	20	\$84.26
Leadership & Management	3	*	-	20	\$ -
People Management	6	*	\$2,150	7	\$358.33
Governance, Risk & Compliance					
Policy Development					
Program Management	182	**	\$1,580	34	\$8.68
New Starters	94	**	\$19,789	13	\$210.52
Stakeholder Engagement					
Contract Management					
Events Seminars & Conferences	26	*	\$10,755	24	\$413.65
External Training		**			
Totals	445		\$48,447	22.11	\$108.87

**Cost for courses relating to Ranger Program not easily accessible and have been recorded as \$0 as most are provided free of charge*

*** Contain a mixture of internal and external training, all other categories are external training*

It is not practical to record the benefit to the CLC for all courses as each provides a different benefit not dependant on category.

Indigenous Business Australia

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IBA's data sets are not directly aligned to the requested data parameters however for the FY 2012-13 to date (as at 31 January 2013), IBA's aggregated education expenses, including study assistance and training courses, was \$265,227.

These figures do not include on the job development opportunities which generally constitutes a significant majority of employees' learning (estimated to be in the order of 70 per cent).

Learning and development activities conducted by IBA focus on improving key business outcomes, core skills, and management and leadership skills of staff. These activities include:

- Induction training
- OH&S training
- Cultural awareness training
- Core skills training; such as writing skills, communicating with influence and customer service
- Access to Harvard ManageMentor
- Manager and supervisory training
- Program delivery skilling and training, and
- IT applications training.

IBA also supported staff in their studies ranging from certificate level through to tertiary and post graduate studies.

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Indigenous Land Corporation

The total cost for the 2012/13 financial year to 31 January 2013 for participation in the programs for which information has been collated is \$52,220 (GST exclusive), with 105 participants. Please refer to the table below.

This cost covers internal and external learning and development activities, such as attendance at the Agencies internal training and development programs, external conferences and seminars, and costs associated with staff undertaking tertiary studies through the study assistance program.

Education Expenses (in house courses and tertiary studies)	No of participants	Classifications of participants	Total cost of training (GST excl)*	Average hours per participant spent at training	Average cost per participant (GST excl)	Reason for the study and how it is beneficial for the agency
Communication & Writing	15	ILC1 Lower x 2 ILC1 Upper x 1 ILC2 Lower x 5 ILC2 Upper x 1 ILC3 Upper x 5 EL1 x 1	\$6,969	7.00	\$465	Improve writing, reporting and communication skill
Diversity	15	ILC1 Lower x 1 ILC2 Lower x 4 ILC2 Upper x 1 ILC3 Upper x 5 EL1 x 3 SEE x 1	\$2,136	7.00	\$142	Enhance and maintain cultural awareness
Events, Seminars & Conference	5	ILC3 Upper x 1 EL1 x 3 SEE x 1	\$3,423	7.00	\$685	To ensure knowledge is maintained and enhanced
Financial Management & Budgeting	11	ILC1 Lower x 1 ILC2 Lower x 8 ILC3 Upper x 2	\$6,219	7.00	\$565	To ensure knowledge is maintained and enhanced

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Education Expenses (in house courses and tertiary studies)	No of participants	Classifications of participants	Total cost of training (GST excl)*	Average hours per participant spent at training	Average cost per participant (GST excl)	Reason for the study and how it is beneficial for the agency
Governance, Risk & Compliance	16	ILC1 Upper x 4 ILC2 Upper x 1 ILC 3 Upper x 6 SEE x 3 EL1 x 2	\$4,646	7.00	\$290	To ensure knowledge is maintained and enhanced
Information Technology/Records Management	15	ILC1 Lower x 1 ILC1 Upper x 2 ILC2 Lower x 2 ILC2 Upper x 2 ILC 3 Upper x 8	\$8,309	7.00	\$554	To ensure knowledge is maintained and enhanced
Leadership & Management	1	ILC3 Upper x 1	\$2,355	7.00	\$2,355	Developing as part of succession plans for future leaders
People Management	8	ILC2 Lower x 1 ILC3 Upper x 5 EL1 x 2	\$10,538	7.00	\$1,317	To ensure knowledge is maintained and enhanced
Policy Development	5	ILC1 Upper x 2 ILC2 Lower x 2 ILC3 Upper x 3 EL1 x 2	\$3,013	7.00	\$603	To ensure knowledge is maintained and enhanced
WH&S	14	ILC2 Lower x 3 ILC3 Upper x 11	\$4,610	7.00	\$329	To ensure up to date knowledge is maintained in line with legislation
Totals	105		\$52,218	7.00	\$497	

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Northern Land Council

In order to respond to the level of detail requested in the Question on Notice, NLC would be required to allocate significant additional time and resources to gather this information. However, the requested information has been provided where available.

Education Expenses (in house courses and tertiary studies)	No of participants	Classifications of participants	Total cost of training (GST excl)	Average hours per participant spent at training	Average cost per participant (GST excl)
Operational and Administrative training	NA	ASO2 – Senior Officers	\$21,049.77	NA	NA
Native Title related training	NA	Senior Officers	\$39,322.51	NA	NA
Land and Sea Ranger training	NA	ASO1 – ASO6	\$65,856.86	NA	NA
Totals	NA		\$126,229.14	NA	NA

Reason for Study and How it is Beneficial for the Agency

Education and study activities are considered in light of strategic and operational requirements, staff skills and expertise and individual performance development plans.

Note:

No of participants: Number of participants in each type of training is not currently able to be calculated

Average hours per participant spent at training: Training hours per participant is not currently able to be calculated

Average cost per participant: All training costs above include administrative and on-costs of training ie; travel, accommodation etc.

Classifications of participants: The term ‘Senior officers’ refers to all negotiated positions (including Senior Management) and Senior Officer grade professional staff.

Education expenses: Land and Sea Ranger training: Includes ILC and WOC training budgets

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Outback Stores Pty Ltd

The total cost for FYTD (to 31 December 2012) for participation in education for the Agency is \$19,115 (GST exclusive). Study leave has been granted for eligible staff members. The table below outlines the type of course, total cost, cost per participant and average hours per participant.

Education Expenses (in house courses and tertiary studies)	No of participants	Classifications of participants	Total cost of training (GST excl.)	Average hours per participant spent at training	Average cost per participant (GST excl.)
Forklift Training	12		\$5,985	12	498.75
4WD Training	23		\$2,796	9	121.58
CPA	1		\$815	16	815.00
Directors Course	1		\$5,850	40	5,850.00
Excel	1		\$236	8	236.36
First Aid	11		\$1,550	12	140.86
Emotional Intelligence	1		\$400	8	400.00
BAS (Tax)	2		\$1,100	16	550.00
Business Writing	1		\$383	8	382.50
Total	53		19,115	14	360.66

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Social Security Appeals Tribunal

Education Expenses (in house courses and tertiary studies)	No of participants	Classifications of participants	Total cost of training (GST excl.)	Average hours per participant spent at training	Average cost per participant (GST excl.)
Bachelor of Laws	1	Full-Time Member	\$2,120	<i>Tertiary Study</i>	\$2,120
Cert IV Training and Assessment	1	APS 6	\$695	<i>Tertiary Study</i>	\$695
AGS training	2	EL1	\$536	15.00	\$268.00
APS training - APS job application training	28	APS2-APS6	\$6,839	6	\$244
Project Management	1	APS 4	\$245	7.50	\$245
Apply First Aid	2	APS 4 & 6	\$350	15.00	\$175
WH&S training	2	APS 2 & 6	\$1,747	37.50	\$873.50
Developing a Records Authority	1	APS 6	\$272	7.50	\$272
Leadership and Management	3	EL1 & EL2	\$1,992	22.50	\$664
Totals	41		\$14,796	15.85	\$360.88

Reason for Study and How it is Beneficial for the Agency

Bachelor of Laws - Knowledge for work purposes
Cert IV Training and Assessment – Qualification update
AGS training - Knowledge for work purposes
APS training - APS job application training - General knowledge within the APS
Project Management - Knowledge for work purposes
Apply First Aid - Legislative requirement
WH&S training - Legislative requirement
Developing a Records Authority - Knowledge for work purposes
Leadership and Management - Knowledge for work purposes

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Tiwi Land Council

Nil.

Torres Strait Regional Authority

Education Expenses (in house courses and tertiary studies)	No of participants	Classifications of participants	Total cost of training (GST excl)	Average hours per participant spent at training	Average cost per participant (GST excl)
iCognition	1	APS6	\$4,267	15	\$4,267
Australian Centre for Independent Journalism & Australian Copyright Council	1	APS5	\$5,274	53	\$5,274
Frontier Software - Report Designer: Intro & Advanced, Chris21 navigation, Finance reporting, Flex time setup, customisation, org chart report	5	APS4 -EL1	\$7,028	23	\$1,406
HUET training	8	APS1-EL1	\$5,558	8	\$695
Tech-Ed 2012	1	EL1	\$4,957	8	\$4,957
Tech-Ed 2012	1	APS5	\$4,262	8	\$4,262
Certificate II in Indigenous Leadership / Indigenous Community Rangers	2	APS1	\$286	45	\$143
VHF Radio and Elements of Shipboard Safety Training, Masig	1	APS3	\$1,000	30	\$1,000
Chainsaw Training, Warraber - NSA	7	APS1-EL1	\$16,479	45	\$2,354
Chipper Operations Training	7	APS1-3	\$2,627	53	\$375
First Aid & CPR Training - QAS	1	EL1	\$135	8	\$135
Graduate Certificate of Indigenous Arts Management	1	APS 5	\$875		\$875
Essentials for new team leaders	1	APS6	\$1,849	16	\$1,849
PDP training - People and strategy	30	APS1 - EL2	\$19,163		\$639

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Education Expenses (in house courses and tertiary studies)	No of participants	Classifications of participants	Total cost of training (GST excl)	Average hours per participant spent at training	Average cost per participant (GST excl)
Commercial Snorkelling	7	APS1 - EL1	\$3,482		\$497
Snorkelling Training – Pro Dive	7	APS1-EL1	\$3,810	7.5	\$544
First Aid Training, Oxygen Provider – Pro-Dive	6	APS1-APS5	\$3,810	7.5	\$635
Getting the Selection Right	1	APS6	\$2,182	7.5	\$2,182
VHF Radio Training	2	APS1-APS3	\$3,985	15	\$1,993
Policy Formulation and Advice: Intro	1	APS6	\$2,156	15	\$2,156
Whole of Government Policy Collaboration	1	APS6	\$2,156	7.5	\$2,156
Aurora Legal Masterclass Training	2	APS6-EL2	\$5,039	22.5	\$2,520
Project Management Workshop	22	APS4-EL1	\$6,247	22.5	\$284
AILC Leadership Forum – Cert II Indigenous Leadership	2	APS1-APS3	-	-	-
Ranger Exchange	2	APS1-APS3	-	-	-
The Indispensable Assistant Seminar	1	APS3	\$1,377	7.5	\$1,377
First Aid Training	1	APS4	\$315	15	\$315
4WD Training – Drive and Recover 4WD (Rangers x 3 groups)	29	APS1-APS5	\$17,883	37.5	\$617
Advanced 4WD including winching (Rangers x 3 groups)	29	APS1-APS3	\$17,883	37.5	\$617
First Aid (Rangers x 3 groups)	35	APS1-EL1	\$17,883	37.5	\$511
Totals	215		\$161,968	22.08	\$753

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