

Foreign Affairs, Defence and Trade Legislation Committee
QUESTIONS ON NOTICE—BUDGET ESTIMATES, 5 June 2014
Tourism Australia

Q No.	Program: Division or Agency	Senator	Broad topic	Question	Proof Hansard, page & hearing date or Written Q
1	Tourism Australia	Stephens	Commission of Audit	<p>Senator STEPHENS: Thank you so much for hanging till the last five minutes—that is pretty amazing. I wanted to briefly touch on the Commission of Audit's recommendations. Can you tell us first of all whether or not the Commission of Audit consulted with Tourism Australia?</p> <p>Mr O'Sullivan: I will have to take that on notice. My apologies for that, but I have only been in the job now for eight weeks so I was not actually in the chair during the course of the consultation period for the Commission of Audit—if you allow me to do that.</p> <p>Senator STEPHENS: Yes.</p>	Thursday, 5 June 2014 Estimates Proof p.122
				<p>RESPONSE: Tourism Australia was not consulted by the National Commission of Audit.</p>	

2	Tourism Australia	Brown	Staff Movements	<p>a) Have there been any staff changes at Tourism Australia since the last estimates?</p> <p>b) Please provide full details of changes including division, new FTE numbers, dates any changes took effect, reasons for leaving and classification of any employee departing.</p> <p>c) Will departing staff be replaced?</p> <p>d) If not, please outline how these functions will be absorbed or whether they will cease.</p>	Written Q
				<p>RESPONSE:</p> <p>a) Yes</p> <p>b) New hires = 12</p> <p>AUS Band 2 x 1 (start date 7 April 2014)</p> <p>AUS Band 2 x 1 (start date 16 June 2014)</p> <p>AUS Band 3 x 1 (start date 5 June 2014)</p> <p>AUS Band 4 x 1 (start date 10 April 2014)</p> <p>AUS Band 4 x 1 (start date 3 Mar 2014)</p> <p>AUS Band 5 x 1 (start date 19 Mar 2014)</p> <p>AUS MD x 1 (start date 31 March 2014)</p> <p>China Band 2 x 1 (start date 7 April 2014)</p> <p>India Band 3 x 1 (start date 3 March 2014)</p> <p>USA Band 2 x 1 (start date 5 May 2014)</p> <p>USA Band 3 x 1 (start date 5 May 2014)</p> <p>USA Band 4 x 1 (start date 30 April 2014)</p> <p>Departures = 13</p> <p>AUS Band 1 x 1 (Term Date 11 April 2014. Resignation)</p> <p>AUS Band 1 x 1 (Term Date 30 May 2014. Resignation)</p> <p>AUS Band 3 x 1 (Term Date 26 February 2014. Resignation)</p> <p>AUS Band 3 x 1 (Term Date 3 March 2014. Redundancy)</p> <p>AUS Band 3 x 1 (Term Date 27 June 2014. Resignation)</p> <p>AUS Band 3 x 1 (Term Date 21 April 2014. Resignation)</p> <p>AUS Band 3 x 1 (Term Date 9 May 2014. Resignation)</p> <p>AUS Band 3 x 1 (Term Date 2 May 2014. Resignation)</p> <p>AUS Band 4 x 1 (Term Date 13 May 2014. Resignation)</p> <p>AUS Band 5 x 1 (Term Date 6 March 2014. Termination)</p> <p>USA Band 3 x 1 (Term Date 22 March 2014. Resignation)</p> <p>Southeast Asia & Gulf Band 6 x 1 (Term Date 20 June 2014. Resignation)</p> <p>Japan Band 4 x 1 (Term Date 11 April 2014. Resignation)</p> <p>c) Yes, as required.</p> <p>d) N/A</p>	

3	Tourism Australia	Brown	2014-15 Budget	<ul style="list-style-type: none"> a) What is the total net resourcing for Tourism Australia in 2013-14? (p.173 Austrade Budget Statements) b) What is the total net resourcing for Tourism Australia in 2014-15? (p.173 Austrade Budget Statements) c) How much funding is provided through the Asian Marketing Fund? d) Will Tourism Australia have more or fewer net resources in 2014-15 compared to 2013-14? (p.173 Austrade Budget Statements) e) Did Tourism Australia make a submission to the Commission of Audit? f) If so, please provide a copy of the submission. g) What is Tourism Australia's position on the Commission of Audit's recommendation to halve Tourism Australia funding? 	Written Q
				<p>RESPONSE:</p> <ul style="list-style-type: none"> a) \$142.8m b) \$143.3m c) \$13.5m in 2014/15 d) More funding increases by \$0.5m e) No f) N/A g) Tourism Australia has no comment on the Commission of Audit recommendations. 	

4	Tourism Australia	Brown	Future cessation of tourism funding	<p>a) What is Tourism Australia’s position on Minister Robb’s stated intention to ‘replace the role of government spending in driving growth’ in the tourism sector? Link to article.</p> <p>b) Has Tourism Australia received any stakeholder feedback on the government’s indicated intention to replace ‘the role of government spending in driving growth’?</p> <p>c) If so, what is the nature of the feedback?</p> <p>d) Is Tourism Australia aware of any industry support for the cessation of government spending on tourism?</p> <p>e) Has Tourism Australia received any indication from Minister Robb as to what the Coalition Government’s timeframe is for ‘replacing the role of government spending in driving growth’?</p>	Written Q
				<p>RESPONSE:</p> <p>a) As a corporate Commonwealth entity, Tourism Australia works in accordance to the <i>Tourism Australia Act 2004</i>, the <i>Public Governance Performance and Accountability Act 2013</i> and in line with the Minister’s Statement of Expectations for the agency. Tourism Australia does not comment on matters pertaining to government policy.</p> <p>b) No</p> <p>c) N/A</p> <p>d) No</p> <p>e) While Tourism Australia does not comment on matters pertaining to government policy, it is advised that the comment was intended as a general remark unrelated to Tourism Australia or to tourism funding more broadly.</p>	

5	Tourism Australia	Eggleston	Latest tourism results; new campaigns	<ol style="list-style-type: none"> 1. What are the latest results in terms of international arrivals to Australia? 2. What are the key tourism markets that Tourism Australia is targeting? 3. My home state of Western Australia contains many great tourism destinations including the Kimberley, the Golden Outback and the Coral Coast. What work is Tourism Australia doing to promote landscapes such as these? 4. There is a lot of talk of the growth of the Chinese tourism market which is worth over \$4bn to Australia. Minister Robb has spent significant time promoting Australia in China. What actions are being taken to specifically target this market? 5. What does the research tell us about why international visitors are coming to Australia? (I.e. landscape, climate, food and wine?) 6. The 'Restaurant Australia' Campaign highlights the unique offerings Australia boasts in food and wine, and uses this to drive tourism. How have restaurants and cafes been engaged in this campaign to promote their product, particularly in my state of Western Australia? 7. The Government recently hosted Australia's largest ever trade delegation to China with over 700 business leaders. What was the tourism component of this initiative? 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. Highlights from the Australian Bureau of Statistics short-term international visitor arrivals data (by country of residence), up to 31 May 2014, include: <ul style="list-style-type: none"> • 6.6 million visitor arrivals for year ending May, an increase of 8.2% relative to the previous year. • 2.8 million visitor arrivals during the five months to May, an increase of 10.2% relative to the same period of the previous year. • 468,200 visitor arrivals during May 2014, an increase of 15.3% relative to the same period of the previous year. • Leisure arrivals (holiday + visiting friends and relatives) continued to drive international arrivals growth, with an increase of 12.6% over the 12-month period. 2. Tourism Australia's key markets are: Greater China (incl. Hong Kong), the UK, North America, New Zealand, South Korea, Singapore, Malaysia, Japan, Indonesia, India, Germany and the Middle East. 3. Tourism Australia and Parks Australia work together to deliver Australia's National Landscapes Program, an initiative that promotes conservation, social and economic outcomes for Australia and its regions by encouraging nature-based tourism experiences. Western Australia is represented with three (out of a total 16) designated landscapes: Great South West Edge, Ningaloo-Shark Bay and The Kimberley. 4. Tourism Australia has a long term strategy for the China market – China 2020. Under this strategy, the There's nothing like Australia campaign has been successfully implemented in China, targeting high value free and independent travellers through digital and traditional media, as well as outdoor and cinema advertising, in specific regions. Tourism Australia also supported the Australia Week in China trade, investment and tourism initiative in April 2014, launching a campaign targeting the free and independent travel market in China. Other initiatives include building an elite network of specialist travel agents trained to sell high quality Australian holiday packages and launching a mainland China based website: www.australia.cn. 5. Research conducted in 2012 in 11 of Australia's key tourism markets identified the greatest drivers of 	

				<p>international visitor demand to Australia are coastal (beaches) and aquatic and wildlife experiences. The Great Barrier Reef, rainforests/national parks, unspoilt natural wilderness, island experiences and Australian food and wine were also top-ranking drivers.</p> <p>6. Tourism Australia is working closely with Tourism Western Australia and has engaged the Restaurant & Catering Association and the Australian Hotels Association of Western Australia to promote Restaurant Australia (RA). Tourism Australia provided communications kits to these bodies to assist them in engaging their local industry on RA. As at 7 July, 136 Western Australian businesses had submitted food and wine stories to the RA website, the highest proportion (x48) from restaurants. On 23 July, Augusta Margaret River Tourism Association and the Geographe Bay Tourism Association will stage an industry blitz day to rally local food, wine, beer and produce related businesses in support of RA.</p> <p>7. Tourism Australia ran three separate tourism delegation programs targeted at CEOs & industry associations, products, and state tourism organisations. Tourism Australia also hosted a Business Events Showcase – North Asia.</p>	
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6	Tourism Australia	Eggleston	Tourism 2020	<ol style="list-style-type: none"> 1. What is the value of tourism to the Australia economy in terms of expenditure, employment and exports? 2. The policy issues concerning tourism cut across various portfolio areas, for example, aviation, industrial relations, immigration and visas. How does the Tourism Division within Austrade (“the Department”) work with other department to advance these issues? 3. What policy priorities has the Minister identified? 4. What is the focus of the research being undertaken by Tourism Research Australia? Can industry access this research? 5. Does Minister Robb interact with his state and territory counterparts on tourism? 6. The Government has made Tourism one of 5 National Investment Priorities. What action is being taken to support investment into the Tourism Industry? 7. In terms of aviation, Australia requires an additional 3 million inbound aviation seats to realise our tourism potential. How is the Government promoting greater tourism access into Australia? 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. Tourism generates more than \$100 billion in expenditure every year, directly employs more than half a million Australians and is Australia’s largest services export, worth some \$26 billion in export income. 2. Austrade has advised that it has initiated a Tourism Inter-Departmental Committee (IDC) to facilitate a whole of government approach to the development of the updated Tourism 2020 implementation plan. The first IDC meeting was held on 6 June 2014. 3. Austrade has advised that at the Tourism Ministers Meeting held on 11 October 2013 chaired by Minister Robb, Australian Tourism Ministers recommitted to Tourism 2020 and agreed on four national tourism policy priorities: <ul style="list-style-type: none"> • Encouraging high quality tourism experiences, including Indigenous tourism; • Limiting the tax, red tape and other regulatory burden industry faces; • Undertaking coordinated and effective marketing campaigns to drive demand; and • Working with industry to support the development of tourism infrastructure that can drive demand 4. Tourism Research Australia’s (TRA) focus areas of research include: <ul style="list-style-type: none"> • The International Visitor Survey, National Visitor Survey and Destination Visitor Survey Program; and • Tourism economic and industry research, including tourism’s economic contribution, tourism forecasting and issues relating to tourism productivity, investment, businesses and employment. TRA engages with industry, government and academe on tourism research issues and provides a significant amount of its research in a form that is accessible to industry via its website (www.tra.gov.au), the TRA Statistical Enquiries Service and its TRA Stats App. 5. Minister Robb meets regularly with his state and territory tourism counterparts at biannual Tourism Ministers Meetings. He also participates in regular tourism industry events and Tourism Australia campaign launches and activities such as the Australian Tourism Exchange. 6. Tourism Australia and Austrade formed a partnership in 2012 to attract foreign direct investment in tourism product, make information more available to interested investors, and to provide insight on Australia’s tourism infrastructure investment opportunities. There is also a commitment to coordinate the relationship between investors and the various state and territory agencies to make the process of investment easier. 	

				<p>7. Tourism Australia works closely with other federal government departments and agencies on air service agreement bilateral issues to help ease restrictions for Australia's key inbound markets. Tourism Australia partners with Australia's major airports, state aviation development teams and government to help grow international capacity. Tourism Australia also partners with 24 airlines to market existing and develop new air services to Australia.</p>	
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7	Tourism Australia	Ludwig	Appointments	<ol style="list-style-type: none"> 1. Please detail any board appointments made from Additional Estimates in February, 2014 to date. 2. What is the gender ratio on each board and across the portfolio? 3. Does the department have a gender ratio target and/or any other policy intended to increase the participation rate of women on boards? If yes, please specify what the target and policy is for each board. 4. Please specify when these gender ratio or participation policies were put in place. 5. Has there been any change to this ratio or policy since September 7, 2013? If yes, please detail. 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. There were no appointments to the Tourism Australia Board from 1 February 2014 to 30 May 2014. 2. As at 30 May 2014 the gender ratio on the Tourism Australia Board was five males and four females. 3. No 4. N/A 5. N/A 	

8	Tourism Australia	Ludwig	Lobbyist Register Meetings	<ol style="list-style-type: none"> 1. List all interactions between the department/agency with any representative listed on the lobbyist register since Additional Estimates in February, 2014. List the participants in the meeting, the topic of the discussion, who arranged or requested the meeting, the location of the meeting. 2. List all interactions between the Minister/parliamentary Secretary and/or their offices with any representative listed on the lobbyist register since Additional Estimates in February, 2014. List the participants in the meeting, the topic of the discussion, who arranged or requested the meeting, the location of the meeting. 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. None 2. N/A 	

9	Tourism Australia	Ludwig	Enterprise Bargaining Agreements (EBAs)	<ol style="list-style-type: none"> 1. Please list all related EBAs with coverage of the department. 2. Please list their starting and expiration dates. 3. What is the current status of negotiations for the next agreement/s? Please detail. 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. Tourism Australia Enterprise Agreement 2013-2016 2. Commencement date = 8 August 2013, expiration date = 7 August 2016 3. None 	

10	Tourism Australia	Ludwig	Staff Transfers	<ol style="list-style-type: none"> 1. How many people does your department employ? 2. What is the number of staff employed in each state and Territory as at 30 June 2013, and what is their age, gender and classification level? 3. What is the number of staff currently employed in each state and territory, and what is their age, gender and classification level? 4. What functions have been transferred between transferred from one state or territory to another since the federal election in 2013? 5. Can you please provide details by function of the, number of staff employed, the age, gender and classification of staff employed in the function that was transferred, where it was based prior to the transfer and where it was transferred to? 6. How many of these people are employed in Canberra? 7. How many people did your department employ in Canberra immediately prior to the 2013 federal election? 8. How many employees have been transferred out of Canberra since the 2013 9. How many of your employees have been transferred to Canberra since the 2013 federal election? 10. For all employees transferred to or from Canberra since the 2013 federal election, please provide their age. 11. For all employees transferred to or from Canberra since the 2013 federal election, please provide their wage. Please provide the figure for before their transfer and after their transfer. 12. For all employees transferred to or from Canberra since the 2013 federal election, please provide their gender. 13. For all employees transferred to or from Canberra since the 2013 federal election, please provide the area of the department they worked in. Please provide this detail for before their transfer and after their transfer. 14. For all employees transferred to or from Canberra since the 2013 federal election, please provide a description of their position. Please provide this detail for before their transfer and after their transfer. 15. For every transferred employee please provide an explanation for their transfer? 16. For every transferred employee please provide any other cost incurred by the department because of that transfer? 17. Please provide all relevant dates. <p><i>Redundancies</i></p> <ol style="list-style-type: none"> 19. How many positions have been made redundant in your department since the 2013 federal election? <ol style="list-style-type: none"> 1. How many of these positions were ongoing? 2. How many of these positions were non-ongoing? 3. How many of these positions were situated in the Australian Capital Territory? 20. How many of the employees filling these redundant positions were redeployed since the 2013 federal election? <ol style="list-style-type: none"> 1. How many of these employees were ongoing? 2. How many of these employees were non-ongoing? 3. How many of these employees were situated in the Australian Capital Territory? 	Written Q
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				<p>21. How many of these employees were offered voluntary redundancies since the 2013 federal election?</p> <ol style="list-style-type: none"> 1. How many of these employees were ongoing? 2. How many of these employees were non-ongoing? 3. How many of these employees were situated in the Australian Capital Territory? <p>22. How many accepted voluntary redundancies since the 2013 federal election?</p> <ol style="list-style-type: none"> 1. How many of these employees were ongoing? 2. How many of these employees were non-ongoing? 3. How many of these employees were situated in the Australian Capital Territory? <p>23. How many employees were offered the choice between a voluntary redundancy and redeployment since the 2013 federal election?</p> <ol style="list-style-type: none"> 1. How many of these employees were ongoing? 2. How many of these employees were non-ongoing? 3. How many of these employees were situated in the Australian Capital Territory? <p>24. For all employees who accepted voluntary redundancies since the 2013 federal election please:</p> <ol style="list-style-type: none"> 1. Provide a dollar figure of their pay out, their age, gender and a description of their position including APS level, contract type (non-ongoing versus ongoing), responsibilities and where they were located. 2. Please specify what component of that figure was paid out entitlements (annual leave etc.). 3. Please specify any other costs incurred by the department because of this redundancy. 4. Please provide the reason a voluntary redundancy was offered for their position. 5. Please provide all relevant dates. <p>25. For all employees who were redeployed please provide:</p> <ol style="list-style-type: none"> 1. Their age, gender and a description of their position prior to and after redeployment, including the wages of these positions, the APS level of these positions, the contract type (non-ongoing versus ongoing) and where they were located. 2. Please specify any other costs incurred by the department because of this redeployment. 3. Please provide the reason for that redeployment. 4. Please provide all relevant dates. <p>26. Since the 2013 federal election, how many employees in your department have been made forcibly redundant?</p> <ol style="list-style-type: none"> 1. How many of these employees were ongoing? 2. How many of these employees were non-ongoing? 3. How many of these employees were situated in the Australian Capital Territory? <p>27. How many of these employees were offered voluntary redundancies or redeployments prior to being made forcibly redundant?</p> <ol style="list-style-type: none"> 1. How many of these employees were ongoing? 2. How many of these employees were non-ongoing? 	
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				<p>3. How many of these employees were situated in the Australian Capital Territory?</p> <p>28. For employees who were made forcibly redundant since the 2013 federal election please provide:</p> <ol style="list-style-type: none"> 1. Their age, gender, the dollar figure of their pay out and a description of their position including APS level, contract type (non-ongoing versus ongoing) responsibilities and where they were located. 2. Please specify what component of that figure was paid out entitlements (annual leave etc.). 3. Please specify any other costs incurred by the department because of this redundancy. 4. Please provide the reason for that redundancy. 5. Please provide all relevant dates. <p><i>Hiring</i></p> <p>29. How many people are employed in your department on non-ongoing contracts?</p> <p>30. How many people are employed in your department on ongoing contracts?</p> <p>31. How many non-ongoing contracts has your department extended since the 2013 federal election?</p> <p>32. How many non-ongoing contract extensions did your department submit the Public Service Commission for approval?</p> <p>33. How many of these extensions were approved by the Public Service Commission?</p> <ol style="list-style-type: none"> 1. For every approved extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of approved extension, the reasons why the extensions was submitted and the reasons why the extension was approved by the Public Service Commission, as well as all relevant dates. <p>34. How many of these extensions were rejected by the Public Service Commission?</p> <ol style="list-style-type: none"> 1. For every rejected extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of extension sought by the department, the reasons why the extensions was submitted and the reasons why the extension was rejected by the Public Service Commission, as well as all relevant dates. <p>35. How many non-ongoing contracts have been extended by your department without the Public Service Commission's approval?</p> <ol style="list-style-type: none"> 1. For every unapproved extension please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the length of the unapproved extension, the reasons why the extension was granted, whether the extension was submitted to the Public Service Commission for approval, and the reasons why the extension was granted without the approval of the Public Service Commission, as well as all relevant dates. <p>36. How many non-ongoing contracts have expired without extension since the 2013 federal election?</p> <ol style="list-style-type: none"> 1. For every expired non-ongoing contract please provide the following details: the employee's age, gender, wage, APS level, a description of their job, their length of continuous employment by the APS, the reason why an extension was not sought, as 	
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				<p>well as all relevant dates.</p> <p>37. How many new employees have been engaged by your department on non-ongoing contracts since the 2013 federal election?</p> <p>38. How many new non-ongoing engagements were submitted to the Public Service Commission for approval since the 2014 federal election?</p> <p>39. How many of these new non-ongoing engagements were approved by the Public Service Commission?</p> <ol style="list-style-type: none"> 1. For every approved new engagement of a non-ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application. <p>40. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?</p> <ol style="list-style-type: none"> 1. For every new non-ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their non-ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application. <p>41. How many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?</p> <ol style="list-style-type: none"> 1. For every non-ongoing employee engaged without the Public Service Commission's approval please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their non-ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission's approval, as well as all relevant dates. <p>42. How many new employees have been engaged by your department on ongoing contracts since the 2013 federal election?</p> <p>43. How many new ongoing engagements were submitted to the Public Service Commission for approval since the 2013 federal election?</p> <p>44. How many of these new ongoing engagements were approved by the Public Service Commission?</p> <ol style="list-style-type: none"> 1. For every approved new engagement of an ongoing employee please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason given by the Public Service Commission for approving this engagement, as well as all relevant dates relating to this application. <p>45. How many of these new ongoing employee applications were rejected by the Public Service Commission?</p>	
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				<p>1. For every new ongoing engagement rejected by the Public Service Commission please provide the following details: APS level, a description of their job, the length of their ongoing contract, the reason for engaging the new employee and the reason given by the Public Service Commission for rejecting this engagement, as well as all relevant dates relating to this application.</p> <p>46. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?</p> <p>1. For every ongoing employee engaged without the Public Service Commission's approval please provide the following details: the employee's age, gender, wage, APS level, a description of their job, the length of their ongoing contract, whether this position was advertised externally, the reason for engaging this new employee and the reason for engaging this employee without the Public Service Commission's approval, as well as all relevant dates.</p>	
				<p>RESPONSE:</p> <p>1. 215 employees worldwide as at 30 June 2014</p> <p>2. 209 employees worldwide as at 30 June 2013</p> <p>NSW</p> <p>124 employees as at 30 June 2013</p> <p><u>Age Analysis as at 30 June 2013:</u></p> <p>Age 20 – 30 years = 20 Age 30 – 40 years = 53 Age 40 – 50 years = 36 Age 50 – 60 years = 12 Age 60 – 70 years = 3</p> <p><u>Gender Analysis as at 30 June 2013:</u></p> <p>Female = 88 Male = 36</p> <p><u>Band Analysis as at 30 June 2013:</u></p> <p>Band 1 = 12 Band 2 = 31 Band 3 = 40 Band 4 = 21 Band 5 = 10 Band 6 = 4 Band 7 = 5 MD = 1</p>	

				<p>New Zealand 6 employees as at 30 June 2013</p> <p><u>Age Analysis as at 30 June 2013:</u> Age 20 – 30 years = 2 Age 40 – 50 years = 4</p> <p><u>Gender Analysis as at 30 June 2013:</u> Female = 4 Male = 2</p> <p><u>Band Analysis as at 30 June 2013:</u> Band 1 = 0 Band 2 = 1 Band 3 = 3 Band 4 = 1 Band 5 = 1</p> <p>Americas 12 employees as at 30 June 2013</p> <p><u>Age Analysis as at 30 June 2013:</u> Age 0 to 20 years = 1 Age 20 – 30 years = 0 Age 30 – 40 years = 6 Age 40 – 50 years = 4 Age 50 – 60 years = 1</p> <p><u>Gender Analysis as at 30 June 2013:</u> Female = 10 Male = 2</p> <p><u>Band Analysis as at 30 June 2013:</u> Band 1 = 0 Band 2 = 2 Band 3 = 6 Band 4 = 3 Band 5 = 0 Band 6 = 1</p> <p>Japan and South Korea</p>	
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				<p>7 employees as at 30 June 2013</p> <p><u>Age Analysis as at 30 June 2013:</u> Age 0 to 20 years = 0 Age 20 – 30 years = 0 Age 30 – 40 years = 1 Age 40 – 50 years = 5 Age 50 – 60 years = 0 Age 60 – 70 years = 1</p> <p><u>Gender Analysis as at 30 June 2013:</u> Female = 6 Male = 1</p> <p><u>Band Analysis as at 30 June 2013:</u> Band 1 = 0 Band 2 = 2 Band 3 = 3 Band 4 = 1 Band 5 = 1</p> <p>South East Asia and Gulf 18 employees as at 30 June 2013</p> <p><u>Age Analysis as at 30 June 2013:</u> Age 0 to 20 years = 0 Age 20 – 30 years = 2 Age 30 – 40 years = 7 Age 40 – 50 years = 7 Age 50 – 60 years = 2 Age 60 – 70 years = 0</p> <p><u>Gender Analysis as at 30 June 2013:</u> Female = 13 Male = 5</p> <p><u>Band Analysis as at 30 June 2013:</u> Band 1 = 2 Band 2 = 2 Band 3 = 7 Band 4 = 4</p>	
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				<p>Band 5 = 2 Band 6 = 1</p> <p>Greater China 20 employees as at 30 June 2013</p> <p><u>Age Analysis as at 30 June 2013:</u> Age 0 to 20 years = 0 Age 20 – 30 years = 3 Age 30 – 40 years = 8 Age 40 – 50 years = 8 Age 50 – 60 years = 1 Age 60 – 70 years = 0</p> <p><u>Gender Analysis as at 30 June 2013:</u> Female = 14 Male = 6</p> <p>Greater China Band Analysis as at 30 June 2013 Band 1 = 1 Band 2 = 5 Band 3 = 8 Band 4 = 4 Band 5 = 1 Band 6 = 1</p> <p>Continental Europe 10 employees as at 30 June 2013</p> <p><u>Age Analysis as at 30 June 2013:</u> Age 0 to 20 years = 0 Age 20 – 30 years = 0 Age 30 – 40 years = 10 Age 40 – 50 years = 10 Age 50 – 60 years = 0 Age 60 – 70 years = 0</p> <p><u>Gender Analysis as at 30 June 2013:</u> Female = 7 Male = 3</p>	
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				<p><u>Band Analysis as at 30 June 2013:</u> Band 1 = 1 Band 2 = 3 Band 3 = 4 Band 4 = 1 Band 5 = 0 Band 6 = 1</p> <p>United Kingdom 12 employees as at 30 June 2013</p> <p><u>Age Analysis as at 30 June 2013:</u> Age 0 to 20 years = 0 Age 20 – 30 years = 2 Age 30 – 40 years = 6 Age 40 – 50 years = 4 Age 50 – 60 years = 0 Age 60 – 70 years = 0</p> <p><u>Gender Analysis as at 30 June 2013:</u> Female = 8 Male = 4</p> <p><u>Band Analysis as at 30 June 2013:</u> Band 1 = 0 Band 2 = 6 Band 3 = 0 Band 4 = 5 Band 5 = 0 Band 6 = 1</p> <p>3. Staff only employed in NSW and International Markets 215 employees worldwide as at 30 June 2014</p> <p>NSW 125 employees as at 30 June 2014</p> <p><u>Age Analysis as at 30 June 2014:</u> Age 20 – 30 years = 25 Age 30 – 40 years = 53 Age 40 – 50 years = 32</p>	
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				<p>Age 50 – 60 years = 12 Age 60 – 70 years = 3</p> <p><u>Gender Analysis as at 30 June 2014:</u> Female = 84 Male = 41</p> <p><u>Band Analysis as at 30 June 2014:</u> Band 1 = 10 Band 2 = 34 Band 3 = 40 Band 4 = 23 Band 5 = 9 Band 6 = 3 Band 7 = 5 MD = 1</p> <p>New Zealand 6 employees as at 30 June 2014</p> <p><u>Age Analysis as at 30 June 2014:</u> Age 20 – 30 years = 2 Age 40 – 50 years = 4</p> <p><u>Gender Analysis as at 30 June 2014:</u> Female = 4 Male = 2</p> <p><u>Band Analysis as at 30 June 2014</u> Band 1 = 0 Band 2 = 1 Band 3 = 3 Band 4 = 1 Band 5 = 1</p> <p>Americas 12 employees as at 30 June 2014</p> <p><u>Age Analysis as at 30 June 2014:</u> Age 0 to 20 years = 1 Age 20 – 30 years = 1</p>	
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				<p>Age 30 – 40 years = 4 Age 40 – 50 years = 4 Age 50 – 60 years = 2</p> <p><u>Gender Analysis as at 30 June 2014:</u> Female = 9 Male = 3</p> <p><u>Band Analysis as at 30 June 2014:</u> Band 1 = 0 Band 2 = 2 Band 3 = 6 Band 4 = 3 Band 5 = 0 Band 6 = 1</p> <p>Japan and South Korea 12 employees as at 30 June 2014</p> <p><u>Age Analysis as at 30 June 2014:</u> Age 0 to 20 years = 0 Age 20 – 30 years = 0 Age 30 – 40 years = 4 Age 40 – 50 years = 6 Age 50 – 60 years = 0 Age 60 – 70 years = 2</p> <p><u>Gender Analysis as at 30 June 2014:</u> Female = 8 Male = 4</p> <p><u>J Band Analysis as at 30 June 2014:</u> Band 1 = 0 Band 2 = 4 Band 3 = 5 Band 4 = 1 Band 5 = 1 Band 6 = 1</p> <p>South East Asia and Gulf 19 employees as at 30 June 2014</p>	
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				<p><u>Age Analysis as at 30 June 2014:</u> Age 0 to 20 years = 0 Age 20 – 30 years = 1 Age 30 – 40 years = 7 Age 40 – 50 years = 8 Age 50 – 60 years = 2 Age 60 – 70 years = 1</p> <p><u>Gender Analysis as at 30 June 2014</u> Female = 13 Male = 6</p> <p><u>Band Analysis as at 30 June 2014:</u> Band 1 = 2 Band 2 = 3 Band 3 = 7 Band 4 = 3 Band 5 = 3 Band 6 = 1</p> <p>Greater China 18 employees as at 30 June 2014</p> <p><u>Age Analysis as at 30 June 2014:</u> Age 0 to 20 years = 0 Age 20 – 30 years = 4 Age 30 – 40 years = 8 Age 40 – 50 years = 3 Age 50 – 60 years = 3 Age 60 – 70 years = 0</p> <p><u>Analysis as at 30 June 2014:</u> Female = 12 Male = 6</p> <p><u>Band Analysis as at 30 June 2014:</u> Band 1 = 1 Band 2 = 5 Band 3 = 7 Band 4 = 4</p>	
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				<p>Band 5 = 0 Band 6 = 1</p> <p>Continental Europe 9 employees as at 30 June 2014</p> <p><u>Age Analysis as at 30 June 2014:</u> Age 0 to 20 years = 0 Age 20 – 30 years = 1 Age 30 – 40 years = 4 Age 40 – 50 years = 4 Age 50 – 60 years = 0 Age 60 – 70 years = 0</p> <p><u>Analysis as at 30 June 2014:</u> Female = 6 Male = 3</p> <p><u>Band Analysis as at 30 June 2014:</u> Band 1 = 1 Band 2 = 3 Band 3 = 3 Band 4 = 1 Band 5 = 0 Band 6 = 1</p> <p>United Kingdom 14 employees as at 30 June 2014</p> <p><u>Age Analysis as at 30 June 2014:</u> Age 0 to 20 years = 0 Age 20 – 30 years = 3 Age 30 – 40 years = 7 Age 40 – 50 years = 4 Age 50 – 60 years = 0 Age 60 – 70 years = 0</p> <p><u>Analysis as at 30 June 2014:</u> Female = 11 Male = 3</p>	
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				<p><u>Band Analysis as at 30 June 2014:</u></p> <p>Band 1 = 2 Band 2 = 6 Band 3 = 1 Band 4 = 4 Band 5 = 0 Band 6 = 1</p> <p>4. N/A 5. N/A 6. N/A 7. N/A 8. N/A 9. N/A 10. N/A 11. N/A 12. N/A 13. N/A 14. N/A 15. N/A 16. N/A 17. N/A</p> <p><i>(No Question 18 provided)</i></p> <p><i>Redundancies</i></p> <p>19. 3 positions have been made redundant since the 2013 federal election</p> <ol style="list-style-type: none"> 1. 1 ongoing position 2. 2 non ongoing positions 3. N/A <p>20. None 21. None 22. None 23. None 24. None 25. N/A 26. None 27. N/A 28. N/A 29. 54 employees are employed on non ongoing contracts 30. 161 employees are employed on ongoing contracts</p>	
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				<p>31. 3</p> <p>32. N/A</p> <p>33. N/A</p> <p>34. N/A</p> <p>35. N/A</p> <p>36. None</p> <p>37. 17 new employees have been employed on a non ongoing contract</p> <p>38. N/A</p> <p>39. N/A</p> <p>40. N/A</p> <p>41. N/A</p> <p>42. 11 new employees have been employed on an ongoing contract</p> <p>43. N/A</p> <p>44. N/A</p> <p>45. N/A</p> <p>46. N/A</p>	
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11	Tourism Australia	Ludwig	Existing Resources Program	<ol style="list-style-type: none"> 1. Since 7 September how many major projects, work, programs or other tasks has the department started as a consequence of government policies or priorities that are required to be funded 'within existing resources'? 2. List each project or piece of work 3. List the staffing assigned to each task 4. What is the nominal total salary cost of the officers assigned to the project? 5. What resources or equipment has been assigned to the project? 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. None 2. N/A 3. N/A 4. N/A 5. N/A 	

12	Tourism Australia	Ludwig	Conditions of Government Contracts and Agreements	<p>Since 7 September 2013;</p> <ol style="list-style-type: none"> 1. Do any contracts managed by the Department/Agency contain any limitations or restrictions on advocacy or criticising Government policy? If so, please name each contact. When was it formed or created? 2. What are the specific clauses and/or sections which state this, or in effect, create a limitation or restriction? 3. Do any agreements managed by the Department/Agency contain any limitations on restrictions on advocacy or criticisms of Government policy? If so, please name each agreement. When was it formed or created? 4. What are the specific clauses and/or sections which state this, or in effect, create a limitation or restriction? 5. For each of the contracts and agreements, are there any particular reason, such as genuine commercial in confidence information, for this restriction? 6. Have any changes to financial or resource support to services which advocate on behalf of groups or individuals in Australian society been made? If so, which groups? What was the change? 7. Has any consultation occurred between the Department/Agency and any individuals and/or community groups about these changes? If so, what consultation process was used? Was it public? If not, why not? Are public submissions available on a website? 8. If no consultation has occurred, why not? 9. Did the Minister/Parliamentary Secretary meet with any stakeholders about changes to advocacy in their contracts and/or agreements? If so, when? Who did he/she meet with? 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. No 2. N/A 3. No 4. N/A 5. N/A 6. No 7. No 8. N/A 9. No 	

13	Tourism Australia	Ludwig	Reviews	<ol style="list-style-type: none"> 1. Since Additional Estimates in February, 2014, how many new reviews (defined as review, inter-departmental group, inquiry, internal review or similar activity) have been commenced? Please list them including: <ol style="list-style-type: none"> 1. the date they were ordered 2. the date they commenced 3. the minister responsible 4. the department responsible 5. the nature of the review 6. their terms of reference 7. the scope of the review 8. Whom is conducting the review 9. the number of officers, and their classification level, involved in conducting the review 10. the expected report date 11. the budgeted, projected or expected costs 12. If the report will be tabled in parliament or made public 2. For any review commenced or ordered since Additional Estimates in February, 2014, have any external people, companies or contractors being engaged to assist or conduct the review? <ol style="list-style-type: none"> 1. If so, please list them, including their name and/or trading name/s and any known alias or other trading names 2. If so, please list their managing director and the board of directors or equivalent 3. If yes, for each is the cost associated with their involvement, including a break down for each cost item 4. If yes, for each, what is the nature of their involvement 5. If yes, for each, are they on the lobbyist register, provide details. 6. If yes, for each, what contact has the Minister or their office had with them 7. If yes, for each, who selected them 8. If yes, for each, did the minister or their office have any involvement in selecting them, <ol style="list-style-type: none"> 1. If yes, please detail what involvement it was 2. If yes, did they see or provided input to a short list 3. If yes, on what dates did this involvement occur 4. If yes, did this involve any verbal discussions with the department 5. If yes, on what dates did this involvement occur 3. Since Additional Estimates in February, 2014, what reviews are on-going? <ol style="list-style-type: none"> 1. Please list them. 2. What is the current cost to date expended on the reviews? 4. Since Additional Estimates in February, 2014, have any reviews been stopped, paused or ceased? Please list them. 5. Since Additional Estimates in February, 2014, what reviews have concluded? Please list them. 6. Since Additional Estimates in February, 2014, how many reviews have been provided to Government? Please list them and the date they were provided. 7. When will the Government be responding to the respective reviews that have been completed? 	Written Q
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				8. What reviews are planned? <ol style="list-style-type: none"> 1. When will each planned review be commenced? 2. When will each of these reviews be concluded? 3. When will government respond to each review? 4. Will the government release each review? 5. If so, when? If not, why not? 	
				RESPONSE: <ol style="list-style-type: none"> 1. None 2. N/A 3. None 4. No 5. None 6. None 7. N/A 8. None 	

14	Tourism Australia	Ludwig	Computers	<ol style="list-style-type: none"> List the current inventory of computers owned, leased, stored, or able to be accessed by the Ministers office as provided by the department, listing the equipment cost and location and employment classification of the staff member that is allocated the equipment, or if the equipment is currently not being used List the current inventory of computers owned, leased, stored, or able to be accessed by the department, listing the equipment cost and location Please detail the operating systems used by the departments computers, the contractual arrangements for operating software and the on-going costs 	Written Q																																																																														
				<p>RESPONSE:</p> <ol style="list-style-type: none"> None Refer to the following figures: <table border="1" data-bbox="772 544 1962 823"> <thead> <tr> <th><i>Make</i></th> <th><i>Cost/unit</i></th> <th><i>SYD</i></th> <th><i>UK</i></th> <th><i>US</i></th> <th><i>GER</i></th> <th><i>JPN</i></th> <th><i>NZ</i></th> <th><i>SNGPRE</i></th> <th><i>IND</i></th> <th>Hong Kong</th> <th>China</th> <th>Malaysia</th> </tr> </thead> <tbody> <tr> <td><i>HP Elite notebook</i></td> <td><i>\$1,597</i></td> <td><i>57</i></td> <td><i>21</i></td> <td><i>10</i></td> <td><i>5</i></td> <td><i>10</i></td> <td><i>4</i></td> <td><i>11</i></td> <td><i>5</i></td> <td><i>4</i></td> <td><i>14</i></td> <td><i>7</i></td> </tr> <tr> <td><i>HP desktop</i></td> <td><i>\$790</i></td> <td><i>54</i></td> <td><i>10</i></td> <td></td> <td></td> <td><i>1</i></td> <td><i>3</i></td> <td><i>3</i></td> <td></td> <td></td> <td></td> <td><i>1</i></td> </tr> <tr> <td><i>Dell XPS</i></td> <td><i>\$1,543</i></td> <td><i>8</i></td> <td></td> <td></td> <td><i>10</i></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td><i>Mac desktop</i></td> <td><i>\$2,000</i></td> <td><i>5</i></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> <td></td> </tr> <tr> <td><i>Total</i></td> <td></td> <td><i>124</i></td> <td><i>31</i></td> <td><i>10</i></td> <td><i>15</i></td> <td><i>11</i></td> <td><i>7</i></td> <td><i>14</i></td> <td><i>5</i></td> <td><i>4</i></td> <td><i>14</i></td> <td><i>8</i></td> </tr> </tbody> </table> <ol style="list-style-type: none"> All computers run Windows as the operating system which has been bought under the government enterprise agreement with Microsoft. These machines are purchased with a three-year warranty included so there are no ongoing costs. 	<i>Make</i>	<i>Cost/unit</i>	<i>SYD</i>	<i>UK</i>	<i>US</i>	<i>GER</i>	<i>JPN</i>	<i>NZ</i>	<i>SNGPRE</i>	<i>IND</i>	Hong Kong	China	Malaysia	<i>HP Elite notebook</i>	<i>\$1,597</i>	<i>57</i>	<i>21</i>	<i>10</i>	<i>5</i>	<i>10</i>	<i>4</i>	<i>11</i>	<i>5</i>	<i>4</i>	<i>14</i>	<i>7</i>	<i>HP desktop</i>	<i>\$790</i>	<i>54</i>	<i>10</i>			<i>1</i>	<i>3</i>	<i>3</i>				<i>1</i>	<i>Dell XPS</i>	<i>\$1,543</i>	<i>8</i>			<i>10</i>								<i>Mac desktop</i>	<i>\$2,000</i>	<i>5</i>											<i>Total</i>		<i>124</i>	<i>31</i>	<i>10</i>	<i>15</i>	<i>11</i>	<i>7</i>	<i>14</i>	<i>5</i>	<i>4</i>	<i>14</i>	<i>8</i>	
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15	Tourism Australia	Ludwig	Briefings for other parties	<p>1. Since Additional Estimates in February, 2014 have any briefings and/or provision of information been provided to Non-Government parties other than the Australian Labor Party? If yes, please include:</p> <p>a) How are briefings requests commissioned?</p> <p>b) What briefings have been undertaken? Provide details and a copy of each briefing.</p> <p>c) Provide details of what information has been provided and a copy of the information.</p> <p>d) Have any briefings request been unable to proceed? If yes, provide details of what the requests were and why it could not proceed.</p> <p>e) How long is spent preparing and undertaking briefings/information requests for the Independents? How many staff are involved and how many hours? Provide a breakdown for each employment classification.</p> <p>f) Which Non-Government Parties or Independents, excluding the Australian Labor Party have requested briefings and/or information?</p>	Written Q
				<p>RESPONSE:</p> <p>1. No</p>	

16	Tourism Australia	Ludwig	Office recreation facilities	<ol style="list-style-type: none"> 1. Since Additional Estimates in February, 2014 has the department/agency purchased or leased or constructed any office recreation facilities, activities or games (including but not limited to pool tables, table tennis tables or others)? 2. If so, list these 3. If so, list the total cost for these items 4. If so, list the itemised cost for each item of expenditure 5. If so, where were these purchased 6. If so, list the process for identifying how they would be purchased 7. If so, what is the current location for these items? 8. If so, what is the current usage for each of these items? 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. No 2. N/A 3. N/A 4. N/A 5. N/A 6. N/A 7. N/A 8. N/A 	

17	Tourism Australia	Ludwig	Stationery requirements	<ol style="list-style-type: none"> 1. How much was spent by each department and agency on the government (Ministers / Parliamentary Secretaries) stationery requirements in your portfolio from Additional Estimates in February, 2014 to date? <ol style="list-style-type: none"> a. Detail the items provided to the minister's office 2. How much was spent on departmental stationery requirements from the Supplementary Budget Estimates in November 2013 to date. 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. None 2. \$60,205 as at 30 June 2014 	

18	Tourism Australia	Ludwig	Electronic equipment	<p>1. Other than phones, iPads or computers – please list the electronic equipment provided to the Minister’s office since Additional Estimates in February, 2014.</p> <p>a. List the items</p> <p>b. List the items location or normal location</p> <p>c. List if the item is in the possession of the office or an individual staff member of minister, if with an individual list their employment classification level</p> <p>d. List the total cost of the items</p> <p>e. List an itemised cost breakdown of these items</p> <p>f. List the date they were provided to the office</p> <p>g. Note if the items were requested by the office or proactively provided by the department</p>	Written Q
				<p>RESPONSE:</p> <p>1.a None</p> <p>b. N/A</p> <p>c. N/A</p> <p>d. N/A</p> <p>e. N/A</p> <p>f. N/A</p> <p>g. N/A</p>	

19	Tourism Australia	Ludwig	Media subscriptions	<p>1. What pay TV subscriptions does your department/agency have?</p> <p>a) Please provide a list of what channels and the reason for each channel.</p> <p>b) What is the cost from Additional Estimates in February, 2014 to date?</p> <p>c) What is provided to the Minister or their office?</p> <p>d) What is the cost for this from Additional Estimates in February, 2014 to date?</p> <p>2. What newspaper subscriptions does your department/agency have?</p> <p>a) Please provide a list of newspaper subscriptions and the reason for each.</p> <p>b) What is the cost from Additional Estimates in February, 2014 to date?</p> <p>c) What is provided to the Minister or their office?</p> <p>d) What is the cost for this from Additional Estimates in February, 2014 to date?</p> <p>3. What magazine subscriptions does your department/agency have?</p> <p>a) Please provide a list of magazine subscriptions and the reason for each.</p> <p>b) What is the cost from Additional Estimates in February, 2014 to date?</p> <p>c) What is provided to the Minister or their office?</p> <p>d) What is the cost for this from Additional Estimates in February, 2014 to date?</p> <p>4. What publications does your department/agency purchase?</p> <p>a) Please provide a list of publications purchased by the department and the reason for each.</p> <p>b) What is the cost from Additional Estimates in February, 2014 to date?</p> <p>c) What is provided to the Minister or their office?</p> <p>d) What is the cost for this from Additional Estimates in February, 2014 to date?</p>	Written Q
				<p>RESPONSE:</p> <p>1. 1 x Foxtel subscription</p> <p>a) All channels included in the Business Premium Package. Tourism Australia subscribes to Foxtel to ensure that the organisation is across all media channels. Media such as pay TV is an important channel to reach consumers.</p> <p>b) \$2025</p> <p>c) N/A</p> <p>d) \$2025</p> <p>2. Tourism Australia subscribes to several newspapers both in Australia and across its international offices.</p> <p>a) It is not practical to list Tourism Australia's newspaper subscriptions. The newspaper costs include magazine costs.</p> <p>b) \$4611</p> <p>c) N/A</p> <p>d) \$4611</p> <p>3. Tourism Australia subscribes to several magazines both in Australia and across its international offices.</p> <p>a) It is not practical to list Tourism Australia's magazine subscriptions.</p> <p>b) Magazine costs are included in the newspaper costs outlined above.</p> <p>c) N/A</p>	

			<p>d) Magazine costs are included in the newspaper costs outlined above.</p> <p>4. Tourism Australia has multiple subscriptions to relevant trade, media and advertising publications.</p> <p>a) It is not practical to list Tourism Australia's publications subscriptions.</p> <p>b) Subscription costs are included in the newspaper costs outlined above.</p> <p>c) N/A</p> <p>d) Subscription costs are included in the newspaper costs outlined above.</p>	
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20	Tourism Australia	Ludwig	Media monitoring	<p>1. What is the total cost of media monitoring services, including press clippings, electronic media transcripts etcetera, provided to the Minister's office from Additional Estimates in February, 2014 to date?</p> <p>a) Which agency or agencies provided these services?</p> <p>b) What has been spent providing these services from Additional Estimates in February, 2014 to date?</p> <p>c) Itemise these expenses.</p> <p>2. What was the total cost of media monitoring services, including press clippings, electronic media transcripts etcetera, provided to the department/agency from Additional Estimates in February, 2014 to date?</p> <p>a) Which agency or agencies provided these services?</p> <p>b) What has been spent providing these services from Additional Estimates in February, 2014 to date?</p> <p>c) Itemise these expenses</p>	Written Q
				<p>RESPONSE:</p> <p>1. N/A</p> <p>2. Tourism Australia uses multiple media monitoring companies to track its campaign activities globally. The total cost for these services since additional estimates in February was \$132,996.</p> <p>a) Tourism Australia uses multiple media monitoring companies to track its campaign activities globally. Isentia Limited is the largest supplier costing \$46,705 since February.</p> <p>b) \$132,996</p> <p>c) Tourism Australia key suppliers since February for media monitoring to track campaign performance globally are Isentia Limited \$46,705, Meltwater \$20,000, Early Bird Communications \$14,882, New and Ads Monitoring Agency \$9,840, SinoFile \$8,942, Factiva \$8,028, EBA Communications \$3,462, News Clip Media Monitoring \$2,970.</p>	

21	Tourism Australia	Ludwig	Media training	<p>1. In relation to media training services purchased by each department/agency, please provide the following information from Additional Estimates in February, 2014 to date:</p> <ul style="list-style-type: none"> a) Total spending on these services b) an itemised cost breakdown of these services c) The number of employees offered these services and their employment classification d) The number of employees who have utilised these services and their employment classification e) The names of all service providers engaged f) the location that this training was provided <p>2. For each service purchased from a provider listed under (1), please provide:</p> <ul style="list-style-type: none"> a) The name and nature of the service purchased b) Whether the service is one-on-one or group based c) The number of employees who received the service and their employment classification (provide a breakdown for each employment classification) d) The total number of hours involved for all employees (provide a breakdown for each employment classification) e) The total amount spent on the service f) A description of the fees charged (i.e. per hour, complete package) <p>3. Where a service was provided at any location other than the department or agency's own premises, please provide:</p> <ul style="list-style-type: none"> a) The location used b) The number of employees who took part on each occasion c) The total number of hours involved for all employees who took part (provide a breakdown for each employment classification) d) Any costs the department or agency's incurred to use the location 	Written Q
				<p>RESPONSE:</p> <ul style="list-style-type: none"> 1. N/A 2. N/A 3. N/A 	

22	Tourism Australia	Ludwig	Provision of equipment - ministerial	<p>1. For departments/agencies that provide mobile phones to Ministers and/or Parliamentary Secretaries and/or their offices, what type of mobile phone is provided and the costs?</p> <p>a. Itemise equipment and cost broken down by staff or minister classification</p> <p>2. Is electronic equipment (such as iPad, laptop, wireless card, vasco token, blackberry, mobile phone (list type if relevant), thumb drive, video cameras) provided to department/agency staff? If yes provide a list of what is provided across the department of agency, the purchase cost, the ongoing cost and a breakdown of what staff and staff classification receives each item.</p>	Written Q
				<p>RESPONSE:</p> <p>1. N/A</p> <p>2. Tourism Australia provides electronic equipment to employees of all classifications based on job requirements. The average ongoing costs for running devices are approximately \$50 per month, with maximum costs of \$63 per month under the Telstra enterprise agreement. Provision of electronic equipment to Tourism Australia staff includes iPads, Blackberries, Phones and Wireless Bluetooth. The estimated purchase cost of this electronic equipment is \$15,000.</p>	

23	Tourism Australia	Ludwig	Commissioned reports	<ol style="list-style-type: none"> 1. Since Additional Estimates in February, 2014, how many Reports (including paid external advice) have been commissioned by the Minister, department or agency? Please provide details of each report including date commissioned, date report handed to Government, date of public release, Terms of Reference and Committee members. 2. How much did each report cost/or is estimated to cost? How many departmental or external staff were involved in each report and at what level? 3. What is the current status of each report? When is the Government intending to respond to these reports? 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. None 2. N/A 3. N/A 	

24	Tourism Australia	Ludwig	Ministerial Website	1. How much has been spent on the Minister's website since Additional Estimates in February, 2014? a) List each item of expenditure and cost 2. Who is responsible for uploading information to the Minister's website? 3. Are any departmental staff required to work outside regular hours to maintain the Minister's website?	Written Q
				RESPONSE: 1. N/A a) N/A 2. N/A 3. N/A	

25	Tourism Australia	Ludwig	Report Printing	1. Have any reports, budget papers, statements, white papers or report-like documents printed for or by the department been pulped, put in storage, shredded or disposed of? A. If so please give details; name of report, number of copies, cost of printing, who order the disposal, reason for disposal	Written Q
				RESPONSE: 1. No A. N/A	

26	Tourism Australia	Ludwig	FoI Requests	<p>Since September 7, 2013:</p> <ol style="list-style-type: none"> 1. How many requests for documents under the FOI Act have been received? 2. Of these, how many documents have been determined to be deliberative documents? 3. Of those assessed as deliberative documents: <ol style="list-style-type: none"> a) For how many has access to the document been refused on the basis that it would be contrary to the public interest? 4. For how many has a redacted document been provided? 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. Two 2. None 3. N/A a) N/A 4. None 	

27	Tourism Australia	Ludwig	Ministerial Motor vehicle	<p>1. Has the minister been provided with a motor vehicle since Additional Estimates in February, 2014? If so:</p> <ul style="list-style-type: none"> a) What is the make and model? b) How much did it cost? c) When was it provided? d) Was the entire cost met by the department? If not, how was the cost met? e) What, if any, have been the ongoing costs associated with this motor vehicle? Please include costs such as maintenance and fuel. f) Are these costs met by the department? If not, how are these costs met? g) Please provide a copy of the guidelines that determine if a minister is entitled to a motor vehicle. h) Have these guidelines changed since Additional Estimates in February, 2014? If so, please detail. i) Please provide a copy of the guidelines that determine how a minister is to use a motor vehicle they have been provided with. Please include details such as whether the motor vehicle can be used for personal uses. j) Have these guidelines changed since Additional Estimates in February, 2014? If so, please detail. 	Written Q
				<p>RESPONSE: 1. N/A</p>	

28	Tourism Australia	Ludwig	Ministerial Staff vehicles (non- MoPS)	<p>1. Outside of MoPS Act entitlements, have any of the Minister's staff been provided with a motor vehicle since Additional Estimates in February, 2014? If so:</p> <ol style="list-style-type: none"> a) What is the make and model? b) How much did it cost? c) When was it provided? d) Was the entire cost met by the department? If not, how was the cost met? e) What, if any, have been the ongoing costs associated with this motor vehicle? Please include costs such as maintenance and fuel. f) Are these costs met by the department? If not, how are these costs met? g) Please provide a copy of the guidelines that determine this entitlement to a motor vehicle. h) Have these guidelines changed since Additional Estimates in February, 2014? If so, please detail. i) Please provide a copy of the guidelines that determine how a motor vehicle is to be used that they have been provided with. Please include details such as whether the motor vehicle can be used for personal uses. j) Have these guidelines changed since Additional Estimates in February, 2014? If so, please detail. 	Written Q
				<p>RESPONSE: 1. N/A</p>	

29	Tourism Australia	Ludwig	Ministerial Staff vehicles	<p>1. Have any of the Minister's staff been provided with a motor vehicle under the MoPS Act entitlements since Additional Estimates in February, 2014? If so:</p> <ul style="list-style-type: none"> a) What is the make and model? b) How much did it cost? c) When was it provided? d) Was the entire cost met by the department? If not, how was the cost met? e) What, if any, have been the ongoing costs associated with this motor vehicle? Please include costs such as maintenance and fuel. f) Are these costs met by the department? If not, how are these costs met? g) Please provide a copy of the guidelines that determine this entitlement to a motor vehicle. h) Have these guidelines changed since Additional Estimates in February, 2014? If so, please detail. i) Please provide a copy of the guidelines that determine how a motor vehicle is to be used that they have been provided with. Please include details such as whether the motor vehicle can be used for personal uses. j) Have these guidelines changed since Additional Estimates in February, 2014? If so, please detail. 	Written Q
				<p>RESPONSE: 1. N/A</p>	

30	Tourism Australia	Ludwig	Building Lease Costs	<p>1. What has been the total cost of building leases for the agency / department since Additional Estimates in February, 2014?</p> <p>a) Please provide a detailed list of each building that is currently leased. Please detail by:</p> <ol style="list-style-type: none"> i. Date the lease agreement is active from. ii. Date the lease agreement ends. iii. Is the lease expected to be renewed? If not, why not? iv. Location of the building (City and state). v. Cost of the lease. vi. Why the building is necessary for the operations of the agency / department. <p>2) Please provide a detailed list of each building that had a lease that was not renewed since Additional Estimates in February, 2014. Please detail by:</p> <ol style="list-style-type: none"> (a) Date from which the lease agreement was active. (b) Date the lease agreement ended. (c) Why was the lease not renewed? (d) Location of the building (City and state). (e) Cost of the lease. (f) Why the building was necessary for the operations of the agency / department. <p>3) Please provide a detailed list of each building that is expected to be leased in the next 12 months. Please detail by:</p> <ol style="list-style-type: none"> (a) Date the lease agreement is expected to become active. (b) Date the lease agreement is expected to end. (c) Expected location of the building (City and state). (d) Expected cost of the lease. <p>4) Has this cost been allocated into the budget?</p> <ol style="list-style-type: none"> (a) Why the building is necessary for the operations of the agency / department. <p>5) For each building owned or leased by the department:</p> <ol style="list-style-type: none"> (a) What is the current occupancy rate for the building? (b) If the rate is less than 100%, detail what the remaining being used for. 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. See attached 2. See attached 3. See attached 4. Yes 5. Tourism Australia does not own any buildings and is unaware of the occupancy of buildings outside our leasing arrangements 	

31	Tourism Australia	Ludwig	Legal Costs	<p>1. List all legal costs incurred by the department or agency since Additional Estimates in February, 2014</p> <p>a) List the total cost for these items, broken down by source of legal advice, hours retained or taken to prepare the advice and the level of counsel used in preparing the advice, whether the advice was internal or external</p> <p>b) List cost spend briefing Counsel, broken down by hours spend briefing, whether it was direct or indirect briefing, the gender ratio of Counsel, how each Counsel was engaged (departmental, ministerial)</p> <p>c) How was each piece of advice procured? Detail the method of identifying legal advice</p>	Written Q
				<p>RESPONSE:</p> <p>1. \$56,253</p> <p>a) The largest external legal costs are Kochlar & Co. \$12,361, AGS \$10,083, Ashurst \$9,676</p> <p>b) None</p> <p>c) Tourism Australia uses the Australian Government Legal Services Multi-Use List.</p>	

32	Tourism Australia	Ludwig	Workplace assessments	1) How much has been spent on workplace ergonomic assessments since 7 September 2013? a) List each item of expenditure and cost 2) Have any assessments, not related to an existing disability, resulted in changes to workplace equipment or set up? 3) If so, list each item of expenditure and cost related to those changes	Written Q
				RESPONSE: 1) None a) N/A 2) N/A 3) N/A	

33	Tourism Australia	Ludwig	Vending machines	<p>1. Since Additional Estimates in February, 2014 has the department/agency purchased or leased or taken under contract any vending machine facilities?</p> <p>a) If so, list these</p> <p>b) If so, list the total cost for these items</p> <p>c) If so, list the itemised cost for each item of expenditure</p> <p>d) If so, where were these purchased</p> <p>e) If so, list the process for identifying how they would be purchased</p> <p>f) If so, what is the current location for these items?</p> <p>g) If so, what is the current usage for each of these items?</p>	Written Q
				<p>RESPONSE:</p> <p>1. No</p>	

34	Tourism Australia	Ludwig	Ministerial staff turnover	<ol style="list-style-type: none"> 1. List the current staffing allocation for each Minister and Parliamentary Secretary 2. For each Minister or Parliamentary Secretary list the number of staff recruited, broken down by their staffing classification 3. For each Minister or Parliamentary Secretary list the number of staff that have resigned, broken down by their staffing classification 4. For each Minister or Parliamentary Secretary list the number of staff that have been terminated, broken down by their staffing classification 5. For each Ministerial staff position, please provide a table of how many individual people have been engaged against each position since the swearing in of the Abbott Government, broken down by employing member and the dates of their employment 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. N/A 2. N/A 3. N/A 4. N/A 5. N/A 	

35	Tourism Australia	Ludwig	Multiple tenders	<p>1. List any tenders that were re-issued or issued multiple times since Additional Estimates in February, 2014:</p> <ul style="list-style-type: none"> a) Why were they re-issued or issued multiple times? b) Were any applicants received for the tenders before they were re-issued or repeatedly issued? c) Were those applicants asked to resubmit their tender proposal? 	Written Q
				<p>RESPONSE:</p> <p>1. No tenders were issued multiple times.</p>	

36	Tourism Australia	Ludwig	Market Research	<p>1. List any market research conducted by the department/agency since Additional Estimates in February, 2014:</p> <ul style="list-style-type: none"> a) List the total cost of this research b) List each item of expenditure and cost, broken down by division and program c) Who conducted the research? d) How were they identified? e) Where was the research conducted? f) In what way was the research conducted? g) Were focus groups, round tables or other forms of research tools used? h) How were participants for these focus groups et al selected? 	Written Q
				<p>RESPONSE:</p> <p>1. Tourism Australia completes research to gain consumer insights, assess new trends, and evaluate campaign performance.</p> <ul style="list-style-type: none"> a) The cost since February to 30 June 2014 was \$1,195,882. b) Tourism Australia has one program hence the cost is \$1,195,882. c) Tourism Research Australia, BDA, GFK Moon and a number of smaller suppliers. d) RFT and Limited tender for smaller suppliers. e) Both in Australia and in the target overseas market. f) Multiple research techniques are used including online questionnaires, focus groups and face to face. g) At times. h) Based on whether they were part of Tourism Australia's target audience. 	

37	Tourism Australia	Ludwig	Departmental Upgrades	<p>1. Since Additional Estimates in February, 2014 has the department/agency engaged in any new refurbishments, upgrades or changes to their building or facilities?</p> <p>a) If so, list these</p> <p>b) If so, list the total cost for these changes</p> <p>c) If so, list the itemised cost for each item of expenditure</p> <p>d) If so, who conducted the works?</p> <p>e) If so, list the process for identifying who would conduct these works</p> <p>f) If so, when are the works expected to be completed?</p>	Written Q
				<p>RESPONSE:</p> <p>1. No refurbishments have occurred from February to 30 June 2014.</p>	

38	Tourism Australia	Ludwig	Wine Coolers / Fridges	<p>1. Since Additional Estimates in February, 2014 has the department/agency purchased or leased any new wine coolers, or wine fridges or other devices for the purpose of housing alcohol beverages, including Eskies?</p> <p>a) If so, list these</p> <p>b) If so, list the total cost for these items</p> <p>c) If so, list the itemised cost for each item of expenditure</p> <p>d) If so, where were these purchased</p> <p>e) If so, list the process for identifying how they would be purchased</p> <p>f) If so, what is the current location for these items?</p> <p>g) If so, what is the current stocking level for each of these items?</p>	Written Q
				<p>RESPONSE:</p> <p>1. No</p>	

39	Tourism Australia	Ludwig	Office Plants	<p>1. Since Additional Estimates in February, 2014 has the department/agency purchased or leased any new office plants?</p> <p>a) If so, list these</p> <p>b) If so, list the total cost for these items</p> <p>c) If so, list the itemised cost for each item of expenditure</p> <p>d) If so, where were these purchased</p> <p>e) If so, list the process for identifying how they would be purchased</p> <p>f) If so, what is the current location for these items?</p>	Written Q
				<p>RESPONSE:</p> <p>1. No</p>	

40	Tourism Australia	Ludwig	Provision of equipment - departmental	<ol style="list-style-type: none"> 1. Other than desktop computers, list all electronic equipment provided to department/agency staff since Additional Estimates in February, 2014. 2. List the items 3. List the purchase cost 4. List the ongoing cost 5. List the staff and staff classification that receive the equipment. 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. iPads, Blackberries, Phones and Wireless Bluetooth. 2. Refer above. 3. The estimated purchase cost is \$15,000. 4. Approximately \$50 per month, with maximum costs of \$63 per month under the Telstra enterprise agreement. 5. Tourism Australia provides electronic equipment to employees of all classifications based on job requirements. 	

41	Tourism Australia	Ludwig	Government advertising	<ol style="list-style-type: none"> 1. How much has been spent on government advertising (including job ads) since Additional Estimates in February, 2014? <ol style="list-style-type: none"> a) List each item of expenditure and cost b) List the approving officer for each item c) Detail the outlets that were paid for the advertising 2. What government advertising is planned for the rest of the financial year? <ol style="list-style-type: none"> a) List the total expected cost b) List each item of expenditure and cost c) List the approving officer for each item d) Detail the outlets that have been or will be paid for the advertising 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. Tourism Australia is the Commonwealth Government agency responsible for marketing Australia as a travel destination to international audiences. Advertising is a core function for Tourism Australia, and from February to 30 June 2014 Tourism Australia spent \$56.7 million marketing to international audiences. 2. Refer above 	

42	Tourism Australia	Ludwig	Boards (for Departments or agencies with boards)	<p>1. Since September Additional Estimates in February, 2014;</p> <ul style="list-style-type: none"> a. how often has each board met, break down by board name; b. what travel expenses are provided; c. what is the average attendance at board meetings; d. how does the board deal with conflict of interest; e. what conflicts of interest have been registered; f. what remuneration is provided to board members; g. how does the board dismiss board members who do not meet attendance standards? h. Have any requests been made to ministers to dismiss board members since Additional Estimates in February, 2014? i. Please list board members who have attended less than 51% of meetings j. what have catering costs been for the board meetings held this year; is alcohol served; 	Written Q
				<p>RESPONSE:</p> <ul style="list-style-type: none"> 1. a) Tourism Australia's Board met once in the period from 27 February-30 May 2014. b) Tourism Australia pays for airfares, taxis/transportation, accommodation and meals as required. c) Almost 100% d) Company secretary requests details of conflicts in advance of meeting, then Chairman asks for any at the meeting and minuted. e) No conflicts of interest were registered in the period since Additional Estimates (27 February-30 May 2014). f) Remuneration is provided in accordance with the Remuneration Tribunal notice & reports. g) N/A h) No i)N/A j) Sandwiches are provided at the end of each meeting; the maximum cost for this in 2013/14 is estimated to be \$1,400. No alcohol is provided. 	

43	Tourism Australia	Ludwig	Senate estimates briefing	<p>1) How many officers were responsible for preparing the department, agency, Minister or representing Minister's briefing pack for the purposes of senate estimates?</p> <p>2) How many officer hours were spent on preparing that information? a. Please break down the hours by officer APS classification</p> <p>3) Were drafts shown to the Minister or their office before senate estimates? a. If so, when did this occur? b. How many versions of this information were shown to the minister or their office?</p> <p>4) Did the minister or their office make any contributions, edits or suggestions for departmental changes to this information?</p> <p style="padding-left: 20px;">a. If so, when did this occur?</p> <p style="padding-left: 20px;">b. What officer hours were spent on making these edits? Please break down the hours by officer APS classification.</p> <p style="padding-left: 20px;">c. When were the changes made?</p> <p>5) Provide each of the contents page of the Department/Minister/representing Minister's Senate Estimates folder prepared by the department for the Additional Estimates hearings in February 2014.</p>	Written Q
				<p>RESPONSE:</p> <p>1) 2</p> <p>2) 7.5 hours</p> <p>a. N/A</p> <p>b. N/A</p> <p>3) Yes</p> <p>a. 30 May 2014</p> <p>b. 1 version</p> <p>4) No</p> <p>5) Refer to Austrade</p>	

44	Tourism Australia	Ludwig	Communications staff	<p>1. For all departments and agencies, please provide – in relation to all public relations, communications and media staff – the following:</p> <ul style="list-style-type: none"> a) How many ongoing staff, the classification, the type of work they undertake and their location. b) How many non-ongoing staff, their classification, type of work they undertake and their location c) How many contractors, their classification, type of work they undertake and their location d) How many are graphic designers? e) How many are media managers? f) How many organise events? 	Written Q
				<p>RESPONSE:</p> <p>1.</p> <p>a) Tourism Australia employs 16 ongoing Sydney-based public relations, communications and media staff who are responsible for managing Tourism Australia’s corporate reputation and key stakeholder relationships, including government relations, media relations and public affairs and industry and internal communications, global and in-country PR to support campaigns and social media engagement to support campaigns. The classification of these employees is as follows:</p> <ul style="list-style-type: none"> - Band 2 x 8 - Band 3 x 4 - Band 4 x 4 <p>Tourism Australia employs 21 ongoing Regional Global Public Relations staff who are responsible for developing and implementing public relations programs that underpin Tourism Australia’s brand positioning and marketing activities in the regions and managing issues that may affect Tourism Australia’s reputation. They also work with Australian Government agencies to monitor issues that may impact Australia’s reputations as a leisure or business events destination. They are based as follows:</p> <ul style="list-style-type: none"> - Greater China Band 2 x 3 - Greater China Band 3 x 3 - Greater China Band 4 x 1 - Continental Europe Band 2 x 1 - Continental Europe Band 3 x 1 - Americas Band 2 x 1 - Americas Band 3 x 2 - United Kingdom Band 2 x 2 - United Kingdom Band 4 x 1 - South East Asia & Gulf Band 3 x 3 - Japan & South Korea Band 3 x 2 - New Zealand Band 2 x 1 <p>b) Tourism Australia employs 3 non-ongoing Sydney-based communications and PR staff. The classification of these employees is as follows:</p> <ul style="list-style-type: none"> - Band 7 x 1 - Band 5 x 2 <p>c) None</p>	

				<p>d) 2 graphic designers are employed on ongoing basis:</p> <ul style="list-style-type: none"> - AUS Band 1 x 1 - AUS Band 2 x 1 <p>e) There are 15 media managers at Tourism Australia:</p> <ul style="list-style-type: none"> - AUS Band 3 x 2 - AUS Band 4 x 1 - AUS Band 5 x 1 - Americas Band 3 x 1 - Japan & South Korea Band 3 x 1 - Continental Europe Band 3 x 1 - South East Asia & Gulf Band 3 x 3 - Greater China Band 3 x 3 - Greater China Band 4 x 1 - United Kingdom Band 4 x 1 <p>f) No Media Managers organise events</p>	
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45	Tourism Australia	Ludwig	Freedom of Information	<p>The following questions relate to requests made pursuant to the Freedom of Information Act (the Act):</p> <p>Consultations with other Departments, Agencies and the Minister</p> <ol style="list-style-type: none"> 1. Other than for the purpose of discussing a transfer under section 16 of the Act, does the Department consult or inform other Departments or Agencies when it receives Freedom of Information requests? 2. If so, for each instance provide a table setting out the following information: <ol style="list-style-type: none"> a) The Department or Agency which was consulted; b) The document; c) The purpose of the consultation; d) Whether an extension of time was sought from the applicant to allow time for the consultation, including whether it was granted and the length of the extension; e) Whether an extension of time was sought from the Information Commissioner to allow time for the consultation, including whether it was granted and the length of the extension 3. Other than for the purposes of discussing a transfer under section 16 of the Act, has the Department consulted or informed the Minister's office about Freedom of Information requests it has received? 4. If yes, provide a table setting out the following information: <ol style="list-style-type: none"> a) The requests with respect to which the Minister or Ministerial office was consulted; b) The Minister or Ministerial office which was consulted; c) The purpose of the consultation; d) Whether an extension of time was sought from the applicant to allow time for the consultation, including whether it was granted and the length of the extension; e) Whether an extension of time was sought from the Information Commissioner to allow time for the consultation, including whether it was granted and the length of the extension f) Whether any briefings (including formal briefs, email briefings and verbal briefings) were provided to the Minister's office <p>Staffing resources</p> <p>The following questions relate to the period from 18 September 2013:</p> <ol style="list-style-type: none"> 1. For the period of time from 18 September 2013, what was the average FTE is allocated to processing FOI requests? <p>FOI Disclosure Log</p> <ol style="list-style-type: none"> 1. For the purposes of meeting its obligations under 11C of the Act, does the Department or Agency: <ol style="list-style-type: none"> a) Maintain a webpage allowing download of documents released under section 11A (direct download)? 	Written Q
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				<ul style="list-style-type: none"> b) Require individuals to contact the Department or Agency to ask for the provision of those documents (request for provision)? c) Facilitate to those documents in a different manner (if so, specify). <p>2. If the Department or Agency has moved from a system of meetings its 11C obligations by direct download, to a system of meeting those obligations by request for provision, provide the following information:</p> <ul style="list-style-type: none"> a) The dates for which documents were made available for direct download, and the dates for which documents were made available through request for provision; b) The total number of direct downloads of documents released under 11A the Departmental or Agency website; c) The total number of requests for provision to documents that had been directly received, and how many had been processed by [date]? d) What was the average FTE allocated to monitoring incoming email, collating and forwarding documents providing under a request for provision? <ul style="list-style-type: none"> i. What was the approximate cost for salaries for the FTE staff allocated to this task? <p>3. Has the Department or Agency charged any for access to a document under section 11C(4)?</p> <p>4. If so, please provide the following information in a table:</p> <ul style="list-style-type: none"> a) On how many occasions charges have been imposed; b) The amount charged for each document c) The total amount charged; d) What is the highest charge that has been imposed? <p>With respect to FOI requests:</p> <ul style="list-style-type: none"> 1. How many documents were assessed (at internal review or - if internal review was not requested - by the original decision maker) as conditionally exempt? 2. Of those, how many were: <ul style="list-style-type: none"> a) Released in full b) Released in part c) Refused access on the grounds that release of the document would be contrary to the public interest d) Other (please specify) 	
				<p>RESPONSE:</p> <ul style="list-style-type: none"> 1. No 2. N/A 3. No 4. N/A a) N/A b) N/A c) N/A 	

				<p>d) N/A e) N/A f) N/A</p> <p>1. None</p> <p>1. a) Yes, on tourism.australia.com b) No c) N/A</p> <p>2. N/A a) N/A b) N/A c) N/A d) N/A</p> <p>3. No 4. N/A a) N/A b) N/A c) N/A d) N/A</p> <p>1. None 2. N/A a) N/A b) N/A c) N/A d) N/A</p>	
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46	Tourism Australia	Ludwig	Functions	<p>1) Provide a list of all formal functions or forms of hospitality conducted for the Minister since Additional Estimates in February, 2014. Include:</p> <ul style="list-style-type: none"> a) The guest list of each function b) The party or individual who initiated the request for the function c) The menu, program or list of proceedings of the function d) A list of drinks consumed at the function <p>2) Provide a list of the current wine, beer or other alcoholic beverages in stock or on order in the Minister's office</p>	Written Q
				<p>RESPONSE:</p> <ul style="list-style-type: none"> 1) None 2) N/A 	

47	Tourism Australia	Ludwig	Red tape reduction	<ol style="list-style-type: none"> 1. Please detail what structures, officials, offices, units, taskforce or other processes has the department dedicated to meeting the government's red tape reduction targets? <ol style="list-style-type: none"> a) What is the progress of that red tape reduction target 2. How many officers have been placed in those units and at what level? 3. How have they been recruited? 4. What process was used for their appointment? 5. What is the total cost of this unit? 6. What is the estimated total salary cost of the officers assigned to the unit? 7. Do members of the unit have access to cabinet documents? 8. Lease list the security classification and date the classification was issued for each officer, broken down by APS or SES level, in the red tape reduction unit or similar body. 9. What is the formal name given to this unit/taskforce/team/workgroup or agency within the department? 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. None 2. None 3. None 4. None 5. None 6. None 7. None 8. None 9. None 10. None 	

48	Tourism Australia	Ludwig	Official residences	<p>1) Provide a list of all formal functions conducted at any of the Official Residences, or for the Prime Minister's office or Prime Minister's Dining Room where it has been used in place of the official residences since Additional Estimates in February, 2014. Include:</p> <ol style="list-style-type: none"> a. The guest list of each function, including if any ministerial staff attended b. The party or individual who initiated the request for the function c. The menu, program or list of proceedings of the function d. A list of drinks consumed at the function <p>2) Provide a list of the current wine, beer or other alcoholic beverages in stock or on order at any of the official residences, or venues or offices acting as official residences.</p>	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. None 2. N/A 	

49	Tourism Australia	Ludwig	Travel costs - department	<p>a) Since Additional Estimates in February, 2014, detail all travel for Departmental officers that accompanied the Minister and/or Parliamentary Secretary on their travel. Please include a total cost plus a breakdown that include airfares (and type of airfare), accommodation, meals and other travel expenses (such as incidentals).</p> <p>b) Since Additional Estimates in February, 2014, detail all travel for Departmental officers. Please include a total cost plus a breakdown that include airfares (and type of airfare), accommodation, meals and other travel expenses (such as incidentals). Also provide a reason and brief explanation for the travel.</p> <p>c) What travel is planned for the rest of this calendar year? Also provide a reason and brief explanation for the travel.</p>	Written Q
				<p>RESPONSE:</p> <p>a) None</p> <p>b) Tourism Australia's operations are global in nature and staff are often required to travel to participate in international events such as travel trade shows. Travel Costs in period above are \$859,150: Airfares: \$583,559 Accommodation: \$200,307</p> <p>c) Tourism Australia's operations are global in nature and staff are often required to travel to participate in international events such as travel trade shows.</p>	

50	Tourism Australia	Ludwig	Ministerial staff code	<p>1. Have there been any identified breaches of the Ministerial Staff Code of Conduct by the Minister, their office or the department? * If so, list the breaches identified, broken by staffing classification level * If so, what remedy was put in place to manage the breach? If no remedy has been put in place, why not? * If so, when was the breach identified? By whom? When was the Minister made aware?</p> <p>2. Can the Minister confirm that all ministerial and electorate officers in their office comply fully with the ministerial staff code of conduct? * If not, how many staff don't comply, broken down by classification level? * How long have they worked for the Minister?</p> <p>3. Can you confirm they all complied with the code on the date of their employment? * If not, on what date did they comply?</p> <p>4. Can you confirm that all disclosures as required by the code were made to the government staffing committee? * If so, on what date were those disclosure made?</p> <p>5. By position title list the date each staff member was approved by government staff committee</p> <p>6. Can you confirm all staff have divested themselves of any and all relevant shares as of the date of their appointment</p> <p>7. Can you list by number if any staff have been granted exception by the SMOS to remain a director of a company as allowed by the Ministerial Staff Code of Conduct, break down by position level</p>	Written Q
				<p>RESPONSE:</p> <p>1. N/A</p> <p>2. N/A</p> <p>3. N/A</p> <p>4. N/A</p> <p>5. N/A</p> <p>6. N/A</p> <p>7. N/A</p>	

51	Tourism Australia	Ludwig	Credit cards	<p>1. Provide a breakdown for each employment classification that has a corporate credit card.</p> <p>2. Please update details of the following?</p> <p>a) What action is taken if the corporate credit card is misused?</p> <p>b) How is corporate credit card use monitored?</p> <p>c) What happens if misuse of a corporate credit card is discovered?</p> <p>d) Have any instances of corporate credit card misuse have been discovered since Additional Estimates in February, 2014? List staff classification and what the misuse was, and the action taken.</p> <p>e) What action is taken to prevent corporate credit card misuse?</p>	Written Q																				
				<p>RESPONSE:</p> <p>1.</p> <table border="1" data-bbox="779 480 1585 826"> <thead> <tr> <th data-bbox="779 480 1279 517">TA Band</th> <th data-bbox="1279 480 1585 517">Number of CC holders</th> </tr> </thead> <tbody> <tr> <td data-bbox="779 517 1279 553">1</td> <td data-bbox="1279 517 1585 553">4</td> </tr> <tr> <td data-bbox="779 553 1279 590">2</td> <td data-bbox="1279 553 1585 590">22</td> </tr> <tr> <td data-bbox="779 590 1279 627">3</td> <td data-bbox="1279 590 1585 627">55</td> </tr> <tr> <td data-bbox="779 627 1279 663">4</td> <td data-bbox="1279 627 1585 663">38</td> </tr> <tr> <td data-bbox="779 663 1279 700">5</td> <td data-bbox="1279 663 1585 700">13</td> </tr> <tr> <td data-bbox="779 700 1279 737">6</td> <td data-bbox="1279 700 1585 737">10</td> </tr> <tr> <td data-bbox="779 737 1279 774">7</td> <td data-bbox="1279 737 1585 774">5</td> </tr> <tr> <td data-bbox="779 774 1279 810">Board</td> <td data-bbox="1279 774 1585 810">5</td> </tr> <tr> <td data-bbox="779 810 1279 826">Grand Total</td> <td data-bbox="1279 810 1585 826">152</td> </tr> </tbody> </table> <p>2.</p> <p>a) Recovery of funds and potential disciplinary action.</p> <p>b) Through fraud exception reporting, audit and standard financial management.</p> <p>c) The misuse is investigated, funds recovered, HR action as appropriate and potential removal of card.</p> <p>d) None</p> <p>e) Financial management controls, fraud exception reports, audit.</p>	TA Band	Number of CC holders	1	4	2	22	3	55	4	38	5	13	6	10	7	5	Board	5	Grand Total	152	
TA Band	Number of CC holders																								
1	4																								
2	22																								
3	55																								
4	38																								
5	13																								
6	10																								
7	5																								
Board	5																								
Grand Total	152																								

52	Tourism Australia	Ludwig	Shared resources following MOG changes	<p>1. Following the Machinery of Government changes does the department share any goods/services/accommodation with other departments?</p> <p>2. What resources/services does the department share with other departments; are there plans to cease sharing the sharing of these resources/services?</p> <p>3. What were the costs to the department prior to the Machinery of Government changes for these shared resources? What are the estimated costs after the ceasing of shared resource arrangements?</p>	Written Q
				<p>RESPONSE:</p> <p>1. No</p> <p>2. N/A</p> <p>3. N/A</p>	

53	Tourism Australia	Ludwig	Departmental Rebranding	<p>1. Has the department/Agency undergone a name change or any other form of rebranding since Additional Estimates in February, 2014? If so:</p> <p>a. Please detail why this name change / rebrand were considered necessary and a justified use of departmental funds?</p> <p>i. Please provide a copy of any reports that were commissioned to study the benefits and costs associated with the rebranding.</p> <p>b. Please provide the total cost associated with this rebrand and then break down by amount spent replacing:</p> <p>i. Signage.</p> <p>ii. Stationery (please include details of existing stationery and how it was disposed of).</p> <p>iii. Logos</p> <p>iv. Consultancy</p> <p>v. Any relevant IT changes.</p> <p>vi. Office reconfiguration.</p> <p>c. How was the decision reached to rename and/or rebrand the department?</p> <p>i. Who was involved in reaching this decision? ii. Please provide a copy of any communication (including but not limited to emails, letters, memos, notes etc.) from within the department, or between the department and the government regarding the rename/rebranding.</p>	Written Q
				<p>RESPONSE:</p> <p>1. No</p>	

54	Tourism Australia	Ludwig	Contracts under \$10,000	1. Please provide a detailed list of all contracts entered into worth between \$4,000 and \$10,000 since September 7th, 2013.	Written Q
				RESPONSE: 1. See attached	

55	Tourism Australia	Ludwig	Contracts for Temporary Staff	<ol style="list-style-type: none"> 1. How much did the department/agency spend on temporary or contract staff since September 7th 2013? 2. How many temporary or contract staff were employed since September 7th 2013? 3. How many temporary or contract staff are currently employed? 4. How much was paid for agencies/companies to find temporary/contract staff? 5. How much is budgeted in the 2014/15 year for contract staff? 6. What policies/criteria govern the appointment of Contract staff? 7. How is the use of contract staff consistent with a professional, independent public service? 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. \$2,353,907 as at 30 June 2014 2. 10 3. 22 4. \$0 5. \$2.5 million 6. Key policies such as Code of Conduct, WH&S and IT technology policies apply to all contract staff. 7. Contract staff are employed on a temporary basis for project resource requirements or to address niche skill gaps/requirements. 	

56	Tourism Australia	Ludwig	Prequalified, Multi-use list tenders	<p>1. Does the Department/Agency have existing Prequalified or Multi-use list panels for tenders?</p> <p>2. Please list all Prequalified or Multi-use list panels, and the firms on them, compiled or used by the department/agency?</p> <p>3. Do any of your EL or higher staff have interest- financial or otherwise - in any of the firms on your panels?</p> <p>4. Do any Ministerial staff have directorships in any of the firms on your panels?</p> <p>5. Do any Ministerial staff have interest- financial or otherwise- in any of the firms on your panel</p> <p>6. Have the minister or ministerial staff made representations concerning the panels</p> <p>7. Is Australian Public Affairs on any of your panels?</p>	Written Q
				<p>RESPONSE:</p> <p>1. No</p> <p>2. N/A</p> <p>3. N/A</p> <p>4. N/A</p> <p>5. N/A</p> <p>6. N/A</p> <p>7. N/A</p>	

57	Tourism Australia	Ludwig	Unallocated Equipment	1. Please detail how much electrical equipment, phones and computers the department/agency has in storage or unallocated to staff 2. Please detail the purchase, storage and ongoing costs associated with equipment, phones and computers in storage or unallocated.	Written Q
				RESPONSE: 1. All equipment is allocated to staff 2. Nil	

58	Tourism Australia	Ludwig	Advertising	<p>1. How much has the Department/Agency spent on Advertising since Additional Estimates in February, 2014? Including through the use of agencies.</p> <p>2. Please detail each advertising campaign including its cost, where the advertising appeared, production costs, who approved, ministerial or ministerial staff involvement in commissioning</p>	Written Q
				<p>RESPONSE:</p> <p>1. Tourism Australia is the Commonwealth Government agency responsible for marketing Australia as a travel destination to international audiences. Advertising is a core function for Tourism Australia, and from February to 30 June 2014 Tourism Australia spent \$56.7 million marketing to international and domestic audiences.</p> <p>2. All campaigns are approved in line with Tourism Australia's delegations. No ministerial or ministerial staff involvement in commissioning has occurred.</p>	

59	Tourism Australia	Ludwig	Land costs	<p>1. How much land (if any) does the Department or agencies or authorities or Government corporation within each portfolio own or lease?</p> <p>2. Please list by each individual land holding, the size of the piece of land, the location of that piece of land and the latest valuation of that piece of land, where that land is owned or leased by the Department, or agency or authority or Government Corporation within that portfolio? (In regards to this question please ignore land upon which Australian Defence force bases are located. Non-Defence Force base land is to be included)</p> <p>3. List the current assets, items or purse (buildings, facilities or other) on the land identified above.</p> <p>a. What is the current occupancy level and occupant of the items identified in (3)?</p> <p>b. What is the value of the items identified in (3)?</p> <p>c. What contractual or other arrangements are in place for the items identified in (3)?</p> <p>4. How many buildings (if any) does the Department or agencies or authorities or Government Corporation within each portfolio own or lease?</p> <p>5. Please list by each building owned, its name, the size of the building in terms of square metres, the location of that of that building and the latest valuation of that building, where that building is owned by the Department, or agency or authority or Government corporation within that portfolio? (In regards to this question please ignore buildings that are situated on Australian Defence force bases. Non-Defence Force base buildings are to be included).</p> <p>6. In regards to any building identified in Q4, please also detail, the occupancy rate as expressed as a percentage of the building size. If occupancy is identified as less than 100%, for what is the remaining space used?</p>	Written Q
				<p>RESPONSE:</p> <p>1. Tourism Australia does not have any land.</p>	

60	Tourism Australia	Ludwig	Hospitality and entertainment	<p>a) What is the Department/Agency's hospitality spend from Additional Estimates in February, 2014 to date including any catering and drinks costs.</p> <p>b) For each Minister and Parliamentary Secretary office, please detail total hospitality spend from Supplementary Budget Estimates in November 2013 to date. Detail date, location, purpose and cost of all events including any catering and drinks costs.</p> <p>c) What is the Department/Agency's entertainment spend from Additional Estimates in February, 2014 to date? Detail date, location, purpose and cost of all events including any catering and drinks costs.</p> <p>d) For each Minister and Parliamentary Secretary office, please detail total entertainment spend from Additional Estimates in February, 2014 to date. Detail date, location, purpose and cost of all events including any catering and drinks costs.</p> <p>e) What hospitality spend is the Department/Agency's planning on spending? Detail date, location, purpose and cost of all events including any catering and drinks costs.</p> <p>f) For each Minister and Parliamentary Secretary office, what hospitality spend is currently being planned for? Detail date, location, purpose and cost of all events including any catering and drinks costs.</p> <p>g) What entertainment spend is the Department/Agency's planning on spending? Detail date, location, purpose and cost of all events including any catering and drinks costs.</p> <p>h) For each Minister and Parliamentary Secretary office, what entertainment spend is currently being planned for? Detail date, location, purpose and cost of all events including any catering and drinks costs.</p> <p>i) Is the Department/Agency planning on reducing any of its spending on these items? If so, how will reductions be achieved?</p>	Written Q
				<p>RESPONSE:</p> <p>a) \$80,463</p> <p>b) N/A</p> <p>c) Tourism Australia does not record details of individual meals shared as part of conducting business. Included in this spend are costs of Tourism Australia's core functions of engaging with global, media, distribution and other relevant stakeholders. Tourism Australia's hospitality spend includes entertainment costs.</p> <p>d) N/A</p> <p>e) No individual event is planned but Tourism Australia estimates an annual spend of \$130k on hospitality and entertainment in 2014/15.</p> <p>f) N/A</p> <p>g) No individual event is planned but Tourism Australia estimates an annual spend of \$130k on hospitality and entertainment in 2014/15.</p>	

				<p>h) N/A i) Tourism Australia has reduced these costs by 20% in 2013/14 and will continue to drive efficiencies in this area.</p>	
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61	Tourism Australia	Ludwig	Travel costs - ministerial	<ol style="list-style-type: none"> 1. From Additional Estimates in February, 2014, detail all travel conducted by the Minister/parliamentary secretary 2. List each location, method of travel, itinerary and purpose of trip; 3. List the total cost plus a breakdown that include airfares (and type of airfare), accommodation, meals and other travel expenses (such as incidentals), and; 4. List the number of staff that accompanied the Minister/parliamentary secretary, listing the total costs per staff member, the class of airplane travelled, the classification of staff accompanying the Minister/parliamentary secretary. 5. What travel is planned for the rest of this calendar year? Also provide a reason and brief explanation for the travel. 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. N/A 2. N/A 3. N/A 4. N/A 5. N/A 	

62	Tourism Australia	Ludwig	Grants	<p>a) Provide a list of all grants, including ad hoc and one-off grants from the Supplementary Budget Estimates in Additional Estimates in February, 2014 to date. Provide the recipients, amount, intended use of the grants, what locations have benefited from the grants and the electorate and state of those locations.</p> <p>b) Update the status of each grant that was approved prior to Additional Estimates in February, 2014, but did not have financial contracts in place at that time. Provide details of the recipients, the amount, the intended use of the grants, what locations have benefited from the grants and the electorate and state of those grants.</p>	Written Q
				<p>RESPONSE:</p> <p>a) N/A</p> <p>b) N/A</p>	

63	Tourism Australia	Ludwig	Government payments of accounts	<p>a) From Additional Estimates in February, 2014 to date, what has been the average time period for the department/agency paid its accounts to contractors, consultants or others?</p> <p>b) How many payments owed (as a number and as a percentage of the total) have been paid in under 30 days?</p> <p>c) How many payments owed (as a number and as a percentage of the total) have been paid in between 30 and 60 days?</p> <p>d) How many payments owed (as a number and as a percentage of the total) have been paid in between 60 and 90 days?</p> <p>e) How many payments owed (as a number and as a percentage of the total) have been paid in between 90 and 120 days? f) How many payments owed (as a number and as a percentage of the total) have been paid in over 120 days?</p> <p>g) For accounts not paid within 30 days, is interest being paid on overdue amounts and if so how much has been paid by the portfolio/department agency since Additional Estimates in February, 2014?</p> <p>h) Where interest is being paid, what rate of interest is being paid and how is this rate determined?</p>	Written Q
				<p>RESPONSE:</p> <p>a) 30 days</p> <p>b) 100%</p> <p>c) None</p> <p>d) None</p> <p>e) None</p> <p>f) None</p> <p>g) No</p> <p>h) N/A</p>	

64	Tourism Australia	Ludwig	Question time	<p>1) How many officers are responsible for preparing the department, agency, Minister or representing Minister's briefing pack for the purposes of Question Time?</p> <p>2) How many officer hours are spent each sitting day on preparing that information? a. Please break down the hours by officer APS classification</p> <p>3) Are drafts shown to the Minister or their office before Question Time? a. If so, when does this occur? b. How many versions of this information are shown to the minister or their office?</p> <p>4) Does the minister or their office make any contributions, edits or suggestions for departmental changes to this information? a. If so, when does this occur? b. What officer hours were spent on making these edits? Please break down the hours by officer APS classification.</p> <p>5) Provide each of the contents page of the Minister and representing Minister's Question Time folder prepared by the department for the week of 11 February 2014.</p>	Written Q
				<p>RESPONSE:</p> <p>1) 2</p> <p>2) Question time briefs are prepared as required prior to sitting weeks. a. N/A</p> <p>3) Yes a. Prior to sitting weeks b. 2</p> <p>4) Yes, a. Changes are requested and made as and if required. b. 1-2 hours and N/A</p> <p>5) Refer to Austrade</p>	

65	Tourism Australia	Ludwig	Meeting costs	<p>a) What is the Department/Agency's meeting spend from Additional Estimates in February, 2014 to date? Detail date, location, purpose and cost of all events, including any catering and drinks costs.</p> <p>b) For each Minister and Parliamentary Secretary office, please detail total meeting spend from Additional Estimates in February, 2014 to date. Detail date, location, purpose and cost of each event including any catering and drinks costs.</p> <p>c) What meeting spend is the Department/Agency's planning on spending? Detail date, location, purpose and cost of all events including any catering and drinks costs.</p> <p>d) For each Minister and Parliamentary Secretary office, what meeting spend is currently being planned for? Detail date, location, purpose and cost of each event including any catering and drinks costs.</p>	Written Q
				<p>RESPONSE: a) None</p>	

66	Tourism Australia	Ludwig	Hire cars	a) How much did each department/agency spend on hire cars from Additional Estimates in February, 2014 to date? Provide a breakdown of each business group in each department/agency. b) What are the reasons for hire car costs?	Written Q
				RESPONSE: a) None b) N/A	

67	Tourism Australia	Ludwig	Executive coaching and leadership training	<p>In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from Additional Estimates in February, 2014 to date:</p> <ol style="list-style-type: none"> 1. Total spending on these services 2. The number of employees offered these services and their employment classification 3. The number of employees who have utilised these services, their employment classification and how much study leave each employee was granted (provide a breakdown for each employment classification) 4. The names of all service providers engaged For each service purchased form a provider listed under (4), please provide: <ol style="list-style-type: none"> a) The name and nature of the service purchased b) Whether the service is one-on-one or group based c) The number of employees who received the service and their employment classification d) The total number of hours involved for all employees (provide a breakdown for each employment classification) e) The total amount spent on the service f) A description of the fees charged (i.e. per hour, complete package) 5. Where a service was provided at any location other than the department or agency's own premises, please provide: <ol style="list-style-type: none"> a) The location used b) The number of employees who took part on each occasion (provide a breakdown for each employment classification) c) The total number of hours involved for all employees who took part (provide a breakdown for each employment classification) d) Any costs the department or agency's incurred to use the location 6. In relation to education/executive coaching and/or other leadership training services paid for by the department what agreements are made with employees in regards to continuing employment after training has been completed? 7. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title. 	Written Q
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. \$18,447 2. Total of 22: <ul style="list-style-type: none"> - 2 x Australia Band 5 - 1 x Australia Band 4 - 4 x Australia Band 3 	

				<ul style="list-style-type: none"> - 1 x London Band 4 - 1 x Germany Band 3 - 1 x Germany Band 2 - 1 x China Band 4 - 3 x China Band 3 - 1 x Japan Band 4 - 1 x US Band 4 - 1 x US Band 3 - 1 x Malaysia Band 4 - 1 x Malaysia Band 3 - 1 x India Band 3 - 1 x New Zealand Band 3 - 1 x Korea Band 3 <p>3. Total of 22 (no study leave):</p> <ul style="list-style-type: none"> - 2 x Australia Band 5 - 1 x Australia Band 4 - 4 x Australia Band 3 - 1 x London Band 4 - 1 x Germany Band 3 - 1 x Germany Band 2 - 1 x China Band 4 - 3 x China Band 3 - 1 x Japan Band 4 - 1 x US Band 4 - 1 x US Band 3 - 1 x Malaysia Band 4 - 1 x Malaysia Band 3 - 1 x India Band 3 - 1 x New Zealand Band 3 - 1 x Korea Band 3 <p>4. See table below:</p> <ul style="list-style-type: none"> - Gherashe Consulting - Irina Burgess & Associates - Odyssey Training 	
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				Service Purchased From:	Gherashe Consulting	Irina Burgess & Associates	Odyssey Training		
				a) The name and nature of the service purchased	Executive Coaching	Workshop Design – Partnership Negotiation	Performance Management workshop		
				b) Whether the service is one-on-one or group based	One-on-one	Group Based	Group based		
				c) The number of employees who received the service and their employment classification	1 x Australia Band 5	1 x Australia Band 5 1 x Australia Band 4 2 x Australia Band 3 1 x London Band 4 1 x Germany Band 3 1 x Germany Band 2 1 x China Band 4 3 x China Band 3 1 x Japan Band 4 1 x US Band 4 1 x US Band 3 1 x Malaysia Band 4 1 x Malaysia Band 3 1 x India Band 3 1 x New Zealand Band 3 1 x Korea Band 3	2 x Australia Band 3		
				d) The total number of hours involved for all employees	20	4	6		
				e) The total amount spent on the service	\$10,750	\$5,750	\$1,947		
				f) A description of the fees charged (i.e. per hour, complete package)	Complete package	Complete package	Complete package		

			<p>5. See table below:</p> <table border="1"> <thead> <tr> <th>Service Purchased From:</th> <th>Irina Burgess & Associates</th> <th>Odyssey Training</th> </tr> </thead> <tbody> <tr> <td>5. Where a service was provided at any location other than the department or agency's own premises, please provide: a) The location used</td> <td>Cairns Convention Centre - Cnr Wharf & Sheridan Street, Cairns 4870 Queensland</td> <td>Level 1, 111 Harrington Street Sydney NSW</td> </tr> <tr> <td>b) The number of employees who took part on each occasion (provide a breakdown for each employment classification)</td> <td>1 x Australia Band 5 1 x Australia Band 4 2 x Australia Band 3 1 x London Band 4 1 x Germany Band 3 1 x Germany Band 2 1 x China Band 4 3 x China Band 3 1 x Japan Band 4 1 x US Band 4 1 x US Band 3 1 x Malaysia Band 4 1 x Malaysia Band 3 1 x India Band 3 1 x New Zealand Band 3 1 x Korea Band 3</td> <td>2 x Australia Band 3</td> </tr> <tr> <td>c) The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)</td> <td>4</td> <td>6</td> </tr> <tr> <td>d) Any costs the department or agency's incurred to use the location</td> <td>\$1888.90</td> <td>N/A</td> </tr> </tbody> </table> <p>6. Employees continue to be employed in their current roles both during and post training.</p> <p>7. See table below:</p>	Service Purchased From:	Irina Burgess & Associates	Odyssey Training	5. Where a service was provided at any location other than the department or agency's own premises, please provide: a) The location used	Cairns Convention Centre - Cnr Wharf & Sheridan Street, Cairns 4870 Queensland	Level 1, 111 Harrington Street Sydney NSW	b) The number of employees who took part on each occasion (provide a breakdown for each employment classification)	1 x Australia Band 5 1 x Australia Band 4 2 x Australia Band 3 1 x London Band 4 1 x Germany Band 3 1 x Germany Band 2 1 x China Band 4 3 x China Band 3 1 x Japan Band 4 1 x US Band 4 1 x US Band 3 1 x Malaysia Band 4 1 x Malaysia Band 3 1 x India Band 3 1 x New Zealand Band 3 1 x Korea Band 3	2 x Australia Band 3	c) The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)	4	6	d) Any costs the department or agency's incurred to use the location	\$1888.90	N/A	
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c) The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)	4	6																	
d) Any costs the department or agency's incurred to use the location	\$1888.90	N/A																	

				Staffing Allocation	Degree / Program Title		
				1 X Band 4 (Japan)	Master of International Business Administration		
				1 X Band 4	Executive Masters of Public Administration		
				1 x Band 4	Master of Business Administration in Creative Leadership		
				1 x Band 4 (London)	Masters in Human Resources		
				1 X Band 2	Masters in Gastronomic Tourism		

68	Tourism Australia	Ludwig	Staffing profile	<p>1. What is the current staffing profile of the department/agency?</p> <p>2. Provide a list of staffing numbers, broken down by classification level, division, home base location (including town/city and state)</p>	Written Q																																																																																																																																																										
				<p>RESPONSE:</p> <p>1. See table below.</p> <p>2. See table below.</p> <table border="1" data-bbox="772 422 1653 949"> <thead> <tr> <th>Location</th> <th>Office</th> <th>Band 1</th> <th>Band 2</th> <th>Band 3</th> <th>Band 4</th> <th>Band 5</th> <th>Band 6</th> <th>Band 7</th> <th>MD</th> <th>Totals</th> </tr> </thead> <tbody> <tr> <td>New Zealand</td> <td>Auckland</td> <td></td> <td>1</td> <td>2.2</td> <td>1</td> <td>1</td> <td></td> <td></td> <td></td> <td>5.2</td> </tr> <tr> <td>Germany</td> <td>Frankfurt</td> <td>1</td> <td>4</td> <td>3</td> <td>1</td> <td></td> <td>1</td> <td></td> <td></td> <td>10</td> </tr> <tr> <td>Greater China</td> <td>Hong Kong</td> <td>0.5</td> <td>1</td> <td>1</td> <td>1</td> <td></td> <td></td> <td></td> <td></td> <td>3.5</td> </tr> <tr> <td>Malaysia</td> <td>Kuala Lumpur</td> <td>1</td> <td></td> <td>2</td> <td>1</td> <td>1</td> <td></td> <td></td> <td></td> <td>5</td> </tr> <tr> <td>England</td> <td>London</td> <td>3</td> <td>8.5</td> <td>1</td> <td>4</td> <td></td> <td>1</td> <td></td> <td></td> <td>17.5</td> </tr> <tr> <td>Americas</td> <td>Los Angeles</td> <td></td> <td>2</td> <td>6</td> <td>3</td> <td></td> <td>1</td> <td></td> <td></td> <td>12</td> </tr> <tr> <td>India</td> <td>Mumbai</td> <td>1</td> <td>1</td> <td>2</td> <td></td> <td>1</td> <td></td> <td></td> <td></td> <td>5</td> </tr> <tr> <td>South Korea</td> <td>Seoul</td> <td></td> <td>2</td> <td>2</td> <td></td> <td>1</td> <td></td> <td></td> <td></td> <td>5</td> </tr> <tr> <td>Greater China</td> <td>Shanghai</td> <td></td> <td>4</td> <td>6</td> <td>3</td> <td></td> <td>1</td> <td></td> <td></td> <td>14</td> </tr> <tr> <td>Singapore</td> <td>Singapore</td> <td></td> <td>2</td> <td>3</td> <td>2</td> <td>1</td> <td>1</td> <td></td> <td></td> <td>9</td> </tr> <tr> <td>Australia</td> <td>Sydney</td> <td>7.4</td> <td>30.5</td> <td>37.4</td> <td>21.2</td> <td>9</td> <td>3</td> <td>4.8</td> <td>1</td> <td>114.2</td> </tr> <tr> <td>Japan</td> <td>Tokyo</td> <td></td> <td>2</td> <td>3</td> <td>1</td> <td></td> <td>1</td> <td></td> <td></td> <td>7</td> </tr> <tr> <td colspan="2">Totals</td> <td>13.9</td> <td>58</td> <td>68.5</td> <td>38.2</td> <td>14</td> <td>9</td> <td>4.8</td> <td>1</td> <td>207.4</td> </tr> </tbody> </table>	Location	Office	Band 1	Band 2	Band 3	Band 4	Band 5	Band 6	Band 7	MD	Totals	New Zealand	Auckland		1	2.2	1	1				5.2	Germany	Frankfurt	1	4	3	1		1			10	Greater China	Hong Kong	0.5	1	1	1					3.5	Malaysia	Kuala Lumpur	1		2	1	1				5	England	London	3	8.5	1	4		1			17.5	Americas	Los Angeles		2	6	3		1			12	India	Mumbai	1	1	2		1				5	South Korea	Seoul		2	2		1				5	Greater China	Shanghai		4	6	3		1			14	Singapore	Singapore		2	3	2	1	1			9	Australia	Sydney	7.4	30.5	37.4	21.2	9	3	4.8	1	114.2	Japan	Tokyo		2	3	1		1			7	Totals		13.9	58	68.5	38.2	14	9	4.8	1	207.4	
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Germany	Frankfurt	1	4	3	1		1			10																																																																																																																																																					
Greater China	Hong Kong	0.5	1	1	1					3.5																																																																																																																																																					
Malaysia	Kuala Lumpur	1		2	1	1				5																																																																																																																																																					
England	London	3	8.5	1	4		1			17.5																																																																																																																																																					
Americas	Los Angeles		2	6	3		1			12																																																																																																																																																					
India	Mumbai	1	1	2		1				5																																																																																																																																																					
South Korea	Seoul		2	2		1				5																																																																																																																																																					
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69	Tourism Australia	Ludwig	Staffing reductions	<p>a) How many staff reductions/voluntary redundancies have occurred from Additional Estimates in February, 2014 to date? What was the reason for these reductions?</p> <p>b) Were any of these reductions involuntary redundancies? If yes, provide details.</p> <p>c) Are there any plans for further staff reductions/voluntary redundancies? If so, please advise details including if there is a reduction target, how this will be achieved, and if any services/programs will be cut.</p> <p>d) If there are plans for staff reductions, please give the reason why these are happening.</p> <p>e) Are there any plans for involuntary redundancies? If yes, provide details.</p> <p>f) How many ongoing staff left the department/agency from Additional Estimates in February, 2014 to date? What classification were these staff?</p> <p>g) How many non-ongoing staff left department/agency from Additional Estimates in February, 2014 to date? What classification were these staff?</p> <p>h. What are the voluntary redundancy packages offered? Please detail for each staff level and position</p> <p>i. How do the packages differ from the default public service package?</p> <p>j. How is the department/agency funding the packages?</p>	Written Q
				<p>RESPONSE:</p> <p>a. No voluntary redundancies. 1 x staff reduction due to restructure of department.</p> <p>b. The reduction was an involuntary redundancy. 1 X Band 5 employee and was due to restructure of department.</p> <p>c. Yes. This is due to restructuring created by the implementation of a new ERP system. It is anticipated that 4 jobs will be affected.</p> <p>d. As above due to the implementation of a new ERP system.</p> <p>e. As above.</p> <p>f. 11 employees and between Bands 1 to 3.</p> <p>g. 1 employee. Band 3.</p> <p>h. Payment is made in line with the Tourism Australia policy of four weeks' notice of termination or four weeks' pay in lieu of notice. If the employee is over 45-years-old and less than 50-years-old and has more than two years' continuous service with Tourism Australia, they will receive five weeks' notice of termination or five weeks' pay in lieu of notice. If the employee is over 50 years old and has more than two years' continuous service with Tourism Australia, they will receive eight weeks' notice of termination or eight weeks' pay in lieu of notice.</p> <p>i. Four weeks' pay for each of the first five years of service, and three weeks' pay for each subsequent year. Where the employee is over the age of 50 years, they will receive four weeks' pay for each year of service.</p> <ul style="list-style-type: none"> • The maximum benefits payable to an employee under this section is 52 weeks, including the notice period. • Payment of accrued annual leave. • Payment of accrued long service leave if the employee has been employed by Tourism Australia for more than one year by the date of termination. <p>j. All costs are funded from within existing budgets</p>	

70	Tourism Australia	Ludwig	Staffing recruitment	<p>a) How many ongoing staff were recruited from Additional Estimates in February, 2014 to date? What classification are these staff?</p> <p>b) How many non-ongoing positions exist or have been created from Additional Estimates in February, 2014 to date? What classification are these staff?</p> <p>c) From Additional Estimates in February, 2014 to date, how many employees have been employed on contract and what is the average length of their employment period?</p>	Written Q
				<p>RESPONSE:</p> <p>a) 4 employees: China Band 2 x 1 India Band 3 x 1 USA Band 2 x 1 USA Band 3 x 1</p> <p>b) 8 positions: AUS Band 2 x 2 AUS Band 3 x 1 AUS Band 4 x 2 AUS Band 5 x 1 MD x 1 USA Band 2 x 1</p> <p>c) 8 employees and average length of contract is 3 years.</p>	

71	Tourism Australia	Ludwig	Coffee machines	<p>1. Has the department/agency purchased coffee machines for staff usage since Additional Estimates in February, 2014?</p> <p>a) If yes, provide a list that includes the type of coffee machine, the cost, the amount, and any ongoing costs such as purchase of coffee or coffee pods and when the machine was purchased?</p> <p>b) Why were coffee machines purchased?</p> <p>c) Has there been a noticeable difference in staff productivity since coffee machines were purchased? Are staff leaving the office premises less during business hours as a result?</p> <p>d) Where did the funding for the coffee machines come from?</p> <p>e) Who has access?</p> <p>f) Who is responsible for the maintenance of the coffee machines? How much was spent on maintenance from Additional Estimates in February, 2014 to date, include a list of what maintenance has been undertaken. Where does the funding for maintenance come from?</p> <p>g) What are the ongoing costs of the coffee machine, such as the cost of coffee?</p> <p>2. Since Additional Estimates in February, 2014, has the department/agency rented or leased any coffee machines for staff usage?</p> <p>a) If yes, provide a list that includes the type of coffee machine, the cost, the amount, and any ongoing costs such as purchase of coffee or coffee pods and when the machine was purchased.</p> <p>b) Why are coffee machines rented?</p> <p>c) Has there been a noticeable difference in staff productivity since coffee machines were rented? Are staff leaving the office premises less during business hours as a result?</p> <p>d) Where does the funding for the coffee machines come from?</p> <p>e) Who has access?</p> <p>f) Who is responsible for the maintenance of the coffee machines? How much was spent on maintenance from Additional Estimates in February, 2014 to date, include a list of what maintenance has been undertaken. Where does the funding for maintenance come from?</p> <p>g) What are the ongoing costs of the coffee machine, such as the cost of coffee?</p>	Written Q
				<p>RESPONSE:</p> <p>1. No</p> <p>2. No</p>	

72	Tourism Australia	Ludwig	Printing	<p>1. How many documents (include the amount of copies) have been printed from Supplementary Budget Estimates in November 2013 to date? How many of these printed documents were also published online?</p> <p>2. Did the Department/agency use external printing services for any print jobs since 7 September 2013?</p> <p>a. If so, what companies were used?</p> <p>b. How were they selected?</p> <p>c. What was the total cost of this printing?</p>	Written Q
				<p>RESPONSE:</p> <p>1. None</p> <p>2. Yes</p> <p>a. No Time to Lose Pty Ltd, Daemyung Printing, Impress Printers, Seibundo, Newstyle Printing, Satellite Digital, Special T Communication</p> <p>b. Limited tender</p> <p>c. \$45,684</p>	

73	Tourism Australia	Ludwig	Corporate cars	a) How many cars are owned by each department/agency? b) Where is the car/s located? c) What is the car/s used for? d) What is the cost of each car from Additional Estimates in February, 2014 to date? e) How far did each car travel from Additional Estimates in February, 2014 to date? f) How many cars are leased by each department/agency? g) Where are the cars located? h) What are the cars used for? i) What is the cost of each car from Additional Estimates in February, 2014 to date? j) How far did each car travel from Additional Estimates in February, 2014 to date?	Written Q
				RESPONSE: a) None b) N/A c)N/A d) N/A e) N/A f) N/A g) N/A h) N/A i) N/A j) N/A	

74	Tourism Australia	Ludwig	Taxi costs	<p>a) How much did each department/agency spend on taxis from Additional Estimates in February, 2014 to date? Provide a breakdown for each business group in each department/agency.</p> <p>b) What are the reasons for taxi costs?</p>	Written Q
				<p>RESPONSE:</p> <p>a) \$189,685 as at 30 June 2014</p> <p>b) Taxi costs are incurred in travel to and from airports and in enabling staff to meet to attend regular meetings with industry and government stakeholders.</p>	

75	Tourism Australia	Ludwig	Consultancies	<p>a) How many consultancies have been undertaken from Additional Estimates in February, 2014 to date? Identify the name of the consultant, the subject matter of the consultancy, the duration and cost of the arrangement, and the method of procurement (i.e. open tender, direct source, etc.). Also include total value for all consultancies.</p> <p>b) How many consultancies are planned for this calendar year? Have these been published in your Annual Procurement Plan (APP) on the AusTender website and if not why not? In each case please identify the subject matter, duration, cost and method of procurement as above, and the name of the consultant if known.</p> <p>c) Have any consultancies not gone out for tender? i. If so, which ones and why?</p>	Written Q
				<p>RESPONSE:</p> <p>a) None</p> <p>b) None</p> <p>c) N/A</p>	

76	Tourism Australia	Lundy	Transfers	<ol style="list-style-type: none"> 1. How many people does your department/agency currently employ? Please provide a breakdown of this figure based on the following: <ol style="list-style-type: none"> a. State and Territory. b. Age. c. Gender. d. APS level classification. e. Contract type (ongoing or non-ongoing). 2. How many people did your department/agency employ as of 30 June 2013? Please provide a breakdown of this figure based on the following variables: <ol style="list-style-type: none"> a. State and Territory. b. Age. c. Gender. d. APS level classification. e. Contract type (ongoing or non-ongoing). 3. How many people did your department/agency employ as of 18 September 2013? Please provide a breakdown of this figure based on the following: <ol style="list-style-type: none"> a. State and Territory. b. Age. c. Gender. d. APS level classification. e. Contract type (ongoing or non-ongoing). 4. Since 18 September 2013, what department/agency functions have been transferred from one state or territory to another? 5. For all functions transferred, can you please provide figures for the following: <ol style="list-style-type: none"> a. Number of staff employed before and after the transfer, b. Where the function was based before and after the transfer. 6. For each employee transferred please provide the followings: <ol style="list-style-type: none"> a. Their age. b. Their gender. c. Their APS classification. d. The wage of the employee before and after the transfer. e. The area of the department/agency they worked in before and after their transfer. f. A description of their position before and after the transfer. g. The dates of their transfer. h. An explanation for why the employee was transferred. i. Whether they were transferred to or from Canberra. j. Any costs incurred by the department/agency due to this transfer. 	
				<p>RESPONSE:</p> <ol style="list-style-type: none"> 1. 215 employees worldwide as at 30 June 2014 a. Location analysis as at 30 June 2014: <ul style="list-style-type: none"> - NSW = 125 employees 	

				<ul style="list-style-type: none"> - NZ = 6 employees - Americas = 12 employees - Japan and South Korea = 12 employees - South East Asia and Gulf = 19 employees - Greater China = 18 employees - Continental Europe = 9 employees - United Kingdom = 14 employees <p>b. Age analysis as at 30 June 2014:</p> <p>NSW Age 20 – 30 years = 25 Age 30 – 40 years = 53 Age 40 – 50 years = 32 Age 50 – 60 years = 12 Age 60 – 70 years = 3</p> <p>NZ Age 20 – 30 years = 2 Age 40 – 50 years = 4</p> <p>Americas Age 0 to 20 years = 1 Age 20 – 30 years = 1 Age 30 – 40 years = 4 Age 40 – 50 years = 4 Age 50 – 60 years = 2</p> <p>Japan and South Korea Age 0 to 20 years = 0 Age 20 – 30 years = 0 Age 30 – 40 years = 4 Age 40 – 50 years = 6 Age 50 – 60 years = 0 Age 60 – 70 years = 2</p> <p>South East Asia and Gulf Age 0 to 20 years = 0 Age 20 – 30 years = 1 Age 30 – 40 years = 7 Age 40 – 50 years = 8</p>	
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				<p>Age 50 – 60 years = 2 Age 60 – 70 years = 1</p> <p>Greater China Age 0 to 20 years = 0 Age 20 – 30 years = 4 Age 30 – 40 years = 8 Age 40 – 50 years = 3 Age 50 – 60 years = 3 Age 60 – 70 years = 0</p> <p>Continental Europe Age 0 to 20 years = 0 Age 20 – 30 years = 1 Age 30 – 40 years = 4 Age 40 – 50 years = 4 Age 50 – 60 years = 0 Age 60 – 70 years = 0</p> <p>United Kingdom Age 0 to 20 years = 0 Age 20 – 30 years = 3 Age 30 – 40 years = 7 Age 40 – 50 years = 4 Age 50 – 60 years = 0 Age 60 – 70 years = 0</p> <p>c. Gender analysis as at 30 June 2014:</p> <p>NSW Female = 84 Male = 41</p> <p>NZ Female = 4 Male = 2</p> <p>Americas Female = 9 Male = 3</p>	
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				<p>Japan and South Korea Female = 8 Male = 4</p> <p>South East Asia and Gulf Female = 13 Male = 6</p> <p>Greater China Female = 12 Male = 6</p> <p>Continental Europe Female = 6 Male = 3</p> <p>United Kingdom Female = 11 Male = 3</p> <p>d. Band analysis as at 30 June 2014:</p> <p>NSW Band 1 = 10 Band 2 = 34 Band 3 = 40 Band 4 = 23 Band 5 = 9 Band 6 = 3 Band 7 = 5 MD = 1</p> <p>NZ Band 1 = 0 Band 2 = 1 Band 3 = 3 Band 4 = 1 Band 5 = 1</p> <p>Americas Band 1 = 0</p>	
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				<p>Band 2 = 2 Band 3 = 6 Band 4 = 3 Band 5 = 0 Band 6 = 1</p> <p>Japan and South Korea Band 1 = 0 Band 2 = 4 Band 3 = 5 Band 4 = 1 Band 5 = 1 Band 6 = 1</p> <p>South East Asia Band 1 = 2 Band 2 = 3 Band 3 = 7 Band 4 = 3 Band 5 = 3 Band 6 = 1</p> <p>Greater China Band 1 = 1 Band 2 = 5 Band 3 = 7 Band 4 = 4 Band 5 = 0 Band 6 = 1</p> <p>Continental Europe Band 1 = 1 Band 2 = 3 Band 3 = 3 Band 4 = 1 Band 5 = 0 Band 6 = 1</p> <p>United Kingdom Band 1 = 2 Band 2 = 6</p>	
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				<p>Band 3 = 1 Band 4 = 4 Band 5 = 0 Band 6 = 1</p> <p>e. Contract Analysis as at 30 June 2014: - Ongoing Contracts = 161 employees - Fix Term Contracts = 54 employees</p> <p>2. 209 employees worldwide as at 30 June 2013</p> <p>a. Location analysis as at 30 June 2013: - NSW = 124 employees - NZ = 6 employees - Americas = 12 employees - Japan and South Korea = 7 employees - South East Asia and Gulf = 18 employees - Greater China = 20 employees - Continental Europe = 10 employees - United Kingdom = 12 employees</p> <p>b. Age analysis as at 30 June 2013:</p> <p>NSW Age 20 – 30 years = 20 Age 30 – 40 years = 53 Age 40 – 50 years = 36 Age 50 – 60 years = 12 Age 60 – 70 years = 3</p> <p>NZ Age 20 – 30 years = 2 Age 40 – 50 years = 4</p> <p>Americas Age 0 to 20 years = 1 Age 20 – 30 years = 0 Age 30 – 40 years = 6 Age 40 – 50 years = 4 Age 50 – 60 years = 1</p> <p>Japan and South Korea</p>	
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				<p>Age 0 to 20 years = 0 Age 20 – 30 years = 0 Age 30 – 40 years = 1 Age 40 – 50 years = 5 Age 50 – 60 years = 0 Age 60 – 70 years = 1</p> <p>South East Asia and Gulf Age 0 to 20 years = 0 Age 20 – 30 years = 2 Age 30 – 40 years = 7 Age 40 – 50 years = 7 Age 50 – 60 years = 2 Age 60 – 70 years = 0</p> <p>Greater China Age 0 to 20 years = 0 Age 20 – 30 years = 3 Age 30 – 40 years = 8 Age 40 – 50 years = 8 Age 50 – 60 years = 1 Age 60 – 70 years = 0</p> <p>Continental Europe Age 0 to 20 years = 0 Age 20 – 30 years = 0 Age 30 – 40 years = 10 Age 40 – 50 years = 10 Age 50 – 60 years = 0 Age 60 – 70 years = 0</p> <p>United Kingdom Age 0 to 20 years = 0 Age 20 – 30 years = 2 Age 30 – 40 years = 6 Age 40 – 50 years = 4 Age 50 – 60 years = 0 Age 60 – 70 years = 0</p> <p>c. Gender analysis as at 30 June 2013:</p>	
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				<p>NSW Female = 88 Male = 36</p> <p>NZ Female = 4 Male = 2</p> <p>Americas Female = 10 Male = 2</p> <p>Japan and South Korea Female = 6 Male = 1</p> <p>South East Asia and Gulf Female = 13 Male = 5</p> <p>Greater China Female = 14 Male = 6</p> <p>Continental Europe Female = 7 Male = 3</p> <p>United Kingdom Female = 8 Male = 4</p> <p>d. Band analysis as at 30 June 2013</p> <p>NSW Band 1 = 12 Band 2 = 31 Band 3 = 40 Band 4 = 21 Band 5 = 10 Band 6 = 4</p>	
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				<p>Band 7 = 5 MD = 1</p> <p>NZ Band 1 = 0 Band 2 = 1 Band 3 = 3 Band 4 = 1 Band 5 = 1</p> <p>Americas Band 1 = 0 Band 2 = 2 Band 3 = 6 Band 4 = 3 Band 5 = 0 Band 6 = 1</p> <p>Japan and South Korea Band 1 = 0 Band 2 = 2 Band 3 = 3 Band 4 = 1 Band 5 = 1</p> <p>South East Asia and Gulf Band 1 = 2 Band 2 = 2 Band 3 = 7 Band 4 = 4 Band 5 = 2 Band 6 = 1</p> <p>Greater China Band 1 = 1 Band 2 = 5 Band 3 = 8 Band 4 = 4 Band 5 = 1 Band 6 = 1</p>	
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				<p>Continental Europe Band 1 = 1 Band 2 = 3 Band 3 = 4 Band 4 = 1 Band 5 = 0 Band 6 = 1</p> <p>United Kingdom Band 1 = 0 Band 2 = 6 Band 3 = 0 Band 4 = 5 Band 5 = 0 Band 6 = 1</p> <p>e. Contract analysis as at 30 June 2013: - Ongoing Contracts = 166 employees - Fix Term Contracts = 43 employees</p> <p>3. 208 employees as at 18 September 2013 a. Location analysis as at 18 September 2013: - NSW = 124 employees - NZ = 6 employees - Americas = 12 employees - Japan and South Korea = 11 employees - South East Asia and Gulf = 18 employees - Greater China = 14 employees - Continental Europe = 10 employees - United Kingdom = 13 employees =</p> <p>b. Age analysis as at 18 September 2013:</p> <p>NSW Age 20 – 30 years = 20 Age 30 – 40 years = 53 Age 40 – 50 years = 36 Age 50 – 60 years = 12 Age 60 – 70 years = 3</p> <p>NZ</p>	
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				<p>Age 20 – 30 years = 2 Age 40 – 50 years = 4</p> <p>Americas Age 0 to 20 years = 1 Age 20 – 30 years = 0 Age 30 – 40 years = 6 Age 40 – 50 years = 4 Age 50 – 60 years = 1</p> <p>Japan and South Korea Age 0 to 20 years = 0 Age 20 – 30 years = 0 Age 30 – 40 years = 3 Age 40 – 50 years = 7 Age 50 – 60 years = 0 Age 60 – 70 years = 1</p> <p>South East Asia and Gulf Age 0 to 20 years = 0 Age 20 – 30 years = 2 Age 30 – 40 years = 7 Age 40 – 50 years = 7 Age 50 – 60 years = 2 Age 60 – 70 years = 0</p> <p>Greater China Age 0 to 20 years = 0 Age 20 – 30 years = 3 Age 30 – 40 years = 6 Age 40 – 50 years = 4 Age 50 – 60 years = 1 Age 60 – 70 years = 0</p> <p>Continental Europe Age 0 to 20 years = 0 Age 20 – 30 years = 0 Age 30 – 40 years = 10 Age 40 – 50 years = 10 Age 50 – 60 years = 0 Age 60 – 70 years = 0</p>	
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				<p>United Kingdom Age 0 to 20 years = 0 Age 20 – 30 years = 2 Age 30 – 40 years = 6 Age 40 – 50 years = 5 Age 50 – 60 years = 0 Age 60 – 70 years = 0</p> <p>c. Gender analysis as at 18 Sept 2013:</p> <p>NSW Female = 88 Male = 36</p> <p>NZ Female = 4 Male = 2</p> <p>Americas Female = 10 Male = 2</p> <p>Japan and South Korea Female = 9 Male = 2</p> <p>South East Asia and Gulf Female = 13 Male = 5</p> <p>Greater China Female = 9 Male = 5</p> <p>Continental Europe Female = 7 Male = 3</p> <p>United Kingdom Female = 10</p>	
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				<p>Male = 3</p> <p>d. Band analysis as at 18 September 2013:</p> <p>NSW Band 1 = 12 Band 2 = 31 Band 3 = 40 Band 4 = 21 Band 5 = 10 Band 6 = 4 Band 7 = 5 MD = 1</p> <p>NZ Band 1 = 0 Band 2 = 1 Band 3 = 3 Band 4 = 1 Band 5 = 1</p> <p>Americas Band 1 = 0 Band 2 = 2 Band 3 = 6 Band 4 = 3 Band 5 = 0 Band 6 = 1</p> <p>Japan and South Korea Band 1 = 0 Band 2 = 4 Band 3 = 5 Band 4 = 1 Band 5 = 0 Band 6 = 1</p> <p>South East Asia and Gulf Band 1 = 2 Band 2 = 2 Band 3 = 7</p>	
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				<p>Band 4 = 4 Band 5 = 2 Band 6 = 1</p> <p>Greater China Band 1 = 1 Band 2 = 3 Band 3 = 6 Band 4 = 3 Band 5 = 0 Band 6 = 1</p> <p>Continental Europe Band 1 = 1 Band 2 = 3 Band 3 = 4 Band 4 = 1 Band 5 = 0 Band 6 = 1</p> <p>United Kingdom Band 1 = 1 Band 2 = 5 Band 3 = 0 Band 4 = 5 Band 5 = 0 Band 6 = 2</p> <p>e. Contract analysis as at 18 September 2013: - Ongoing Contracts = 162 employees - Fix Term Contracts = 46 employees</p> <p>4. N/A 5. N/A 6. N/A</p>	
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77	Tourism Australia	Lundy	Redundancies	<ol style="list-style-type: none"> 1. Since 18 September 2013, how many positions have been made redundant in your department/agency? <ol style="list-style-type: none"> a. How many of these positions were ongoing? b. How many of these positions were non-ongoing? c. How many of these positions were situated in the Australian Capital Territory? 2. How many of the employees filling these redundant positions were redeployed? <ol style="list-style-type: none"> a. How many of these employees were ongoing? b. How many of these employees were non-ongoing? c. How many of these employees were situated in the Australian Capital Territory? 3. How many of these employees were offered voluntary redundancies? <ol style="list-style-type: none"> a. How many of these employees were ongoing? b. How many of these employees were non-ongoing? c. How many of these employees were situated in the Australian Capital Territory? 4. How many accepted voluntary redundancies? <ol style="list-style-type: none"> a. How many of these employees were ongoing? b. How many of these employees were non-ongoing? c. How many of these employees were situated in the Australian Capital Territory? 5. How many employees were offered the choice between a voluntary redundancy and redeployment? <ol style="list-style-type: none"> a. How many of these employees were ongoing? b. How many of these employees were non-ongoing? c. How many of these employees were situated in the Australian Capital Territory? 6. For all employees who accepted voluntary redundancies please provide the following: <ol style="list-style-type: none"> a. Their age. b. Their gender. c. A description of their position. d. The APS classification level of their position. e. Their wage. f. Their contract type (non-ongoing versus ongoing). g. Where they were located. h. A dollar figure of their pay out and what component of that figure was paid out as entitlements (annual leave etc.). i. The reason a voluntary redundancy was offered for their position. j. Details pertaining to any other costs incurred by the department/agency because of this redundancy. k. Please provide all relevant dates. 7. For all employees who were redeployed please provide: <ol style="list-style-type: none"> a. Their age. b. Their gender. c. A description of their position before and after redeployment. d. The APS classification level of their position before and after redeployment. e. Their wage before and after redeployment. f. Contract type (non-ongoing versus ongoing) before and after redeployment. 	
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				<ul style="list-style-type: none"> g. Where they were located before and after redeployment. h. Please provide the reason for the redeployment. i. Please specify any other costs incurred by the department/agency because of this redeployment. j. Please provide all relevant dates. <p>8. Since the 18 September 2013, how many employees in your department/agency have been made forcibly redundant?</p> <ul style="list-style-type: none"> a. How many of these employees were ongoing? b. How many of these employees were non-ongoing? c. How many of these employees were situated in the Australian Capital Territory? <p>9. How many of these employees were offered voluntary redundancies or redeployments prior to being made forcibly redundant?</p> <ul style="list-style-type: none"> a. How many of these employees were ongoing? b. How many of these employees were non-ongoing? c. How many of these employees were situated in the Australian Capital Territory? <p>10. For employees who were made forcibly redundant since the 18 September 2013 please provide:</p> <ul style="list-style-type: none"> a. Their age. b. Their gender. c. A description of their position. d. The APS classification level of their position. e. Their wage at retrenchment. f. Their contract type (non-ongoing versus ongoing). g. Where they were located. h. A dollar figure of their pay out and what component of that figure was paid out as entitlements (annual leave etc.). i. The reason why the employee was made forcibly redundant. j. Details pertaining to any other costs incurred by the department/agency because of this redundancy. k. Please provide all relevant dates. 	
				<p>RESPONSE:</p> <ul style="list-style-type: none"> 1. 3 positions have been made redundant since 18 September 2013. <ul style="list-style-type: none"> a. 1 redundant position was ongoing. b. 2 redundant positions were fixed term. c. N/A 2. N/A 3. N/A 4. N/A 5. N/A 6. N/A 7. N/A 8. N/A 	

				9. N/A 10. N/A	
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78	Tourism Australia	Lundy	Extensions	<ol style="list-style-type: none"> 1. Since the 18 September 2013 how many non-ongoing contracts has your department/agency extended? 2. How many non-ongoing contract extensions did your department/agency submit the Public Service Commission for approval? 3. How many of these extensions were approved by the Australian Public Service Commission (APSC)? 4. For every approved extension please provide the following details: <ol style="list-style-type: none"> a. The employees age. b. Their gender. c. A description of their position. d. Their APS classification level. e. Their wage. f. Where they are located. g. Their length of continuous employment at the APS. h. The length of the approved extension. i. The reason why the extension was submitted. j. The reason why the extension was approved by the APSC. k. Please provide all relevant dates. 5. How many of these extensions were rejected by the APSC? 6. For every rejected extension please provide the following details: <ol style="list-style-type: none"> a. The employee's age. b. Their gender. c. A description of their position. d. Their wage. e. Where they were located. f. Their length of continuous employment at the APS. g. The length of the extension sought by the department/agency. h. The reason why the extension was submitted. i. The reason why the extension was rejected by the APSC. j. Please provide all relevant dates. 7. Since 18 September 2013, how many non-ongoing contracts have been extended by your department/agency without the APSC's approval? 8. For every unapproved extension please provide the following details: <ol style="list-style-type: none"> a. The employee's age. b. Their gender. c. A description of their position. d. Their wage. e. Their position's APS level classification. f. Where they were located. g. Their length of continuous employment at the APS. h. The length of the extension granted by the department/agency. i. The reason why the extension was granted. j. Whether the extension was submitted to the APSC for approval and if not why the extension 	
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				<p>was not submitted for APSC approval?</p> <ul style="list-style-type: none"> k. The reasons why the extension was granted without the APSC's approval. l. Please provide all relevant dates. <p>9. Since the 18 September 2013 how many non-ongoing contracts have expired without extension?</p> <p>10. For every non-ongoing contract that has expired without extension please provide the following details:</p> <ul style="list-style-type: none"> a. The employee's age. b. Their gender. c. A description of their position. d. Their wage. e. Their position's APS level classification. f. Where they were located. g. Their length of continuous employment at the APS. h. The reason why the extension was not sought for their position. i. Please provide all relevant dates. <p>11. Since the 18 September 2013 how many new employees have been engaged by your department/agency on non-ongoing contracts?</p> <p>12. Since the 18 September 2013 how many new non-ongoing engagements were submitted to the APSC for approval?</p> <p>13. How many of these new non-ongoing engagements were approved by the APSC?</p> <p>14. For every approved new engagement of a non-ongoing employee please provide the following details:</p> <ul style="list-style-type: none"> a. Their age. b. Their gender. c. A description of their position. d. Their wage. e. Where their position is located. f. Their position's APS level classification. g. The length of their non-ongoing contract. h. Whether their position was advertised externally. i. The reason for engaging this new employee. j. The reason given by the APSC for approving this engagement. k. Please provide all relevant dates <p>15. How many of these new non-ongoing employee applications were rejected by the Public Service Commission?</p> <p>16. For every rejected new engagement of a non-ongoing employee please provide the following details:</p> <ul style="list-style-type: none"> a. Their age. b. Their gender. c. A description of their position. d. Where their position is located. e. Their wage. f. Their position's APS level classification. g. The length of their non-ongoing contract. 	
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				<ul style="list-style-type: none"> h. Whether their position was advertised externally. i. The reason for engaging this new employee. j. The reason given by the APSC for rejecting this engagement. k. Please provide all relevant dates <p>17. Since 18 September 2013, how many new employees have been engaged on non-ongoing contracts without the approval of the Public Service Commission?</p> <p>18. For every unapproved new engagement of a non-ongoing employee please provide the following details:</p> <ul style="list-style-type: none"> a. Their age. b. Their gender. c. A description of their position. d. Their wage. e. Where their position is located. f. Their position's APS level classification. g. The length of their non-ongoing contract. h. Whether their position was advertised externally. i. The reason for engaging this new employee. j. The reason for engaging this employee without the APSC's approval. k. Please provide all relevant dates <p>19. Since the 18 September 2013 how many new employees have been engaged by your department/agency on ongoing contracts?</p> <p>20. Since the 18 September 2013 how many new ongoing engagements were submitted to the Public Service Commission for approval?</p> <p>21. How many of these new ongoing engagements were approved by the Public Service Commission?</p> <p>22. For every approved new engagement of an ongoing employee please provide the following details:</p> <ul style="list-style-type: none"> a. Their age. b. Their gender. c. A description of their position. d. Their wage. e. Where their position is located. f. Their position's APS level classification. g. The length of their ongoing contract. h. Whether their position was advertised externally. i. The reason for engaging this new employee. j. The reason provided by APSC for approving this engagement. k. Please provide all relevant dates. <p>23. How many of these new ongoing employee applications were rejected by the Public Service Commission?</p> <p>24. For every new ongoing engagement rejected by the Public Service Commission please provide the following details:</p> <ul style="list-style-type: none"> a. Their age. b. Their gender. 	
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				<ul style="list-style-type: none"> c. A description of their position. d. Where their position is located. e. Their wage. f. Their position's APS level classification. g. The length of their ongoing contract. h. Whether their position was advertised externally. i. The reason for engaging this new employee. j. The reason provided by APSC for approving this engagement. k. Please provide all relevant dates. <p>25. How many new employees have been engaged on ongoing contracts without the approval of the Public Service Commission?</p> <p>26. For every ongoing employee engaged without the Public Service Commission's approval please provide the following details:</p> <ul style="list-style-type: none"> a. Their age. b. Their gender. c. A description of their position. d. Where their position is located. e. Their wage. f. Their position's APS level classification. g. The length of their ongoing contract. h. Whether their position was advertised externally. i. The reason for engaging this new employee. j. The reason for engaging this employee without the APSC permission. k. Please provide all relevant dates. 	
				<p>RESPONSE:</p> <ul style="list-style-type: none"> 1. 3 contracts (fix term contracts that have been extended) 2. N/A 3. N/A 4. N/A 5. N/A 6. N/A 7. N/A 8. N/A 9. No non ongoing contracts have expired without extension 10. N/A 11. 16 employees have been employed on non ongoing contracts 12. N/A 13. N/A 14. N/A 15. N/A 	

				16. N/A 17. N/A 18. N/A 19. 11 employees have been employed on ongoing contracts 20. N/A 21. N/A 22. N/A 23. N/A 24. N/A 25. N/A 26. N/A	
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