

**Senate Standing Committee on Environment and Communications
Legislation Committee**
Answers to questions on notice
Sustainability, Environment, Water, Population and Communities portfolio
Additional Budget Estimates, February 2012

Program: Division or Agency: Corporate: CSD **Question 243**
Topic: Government payment of accounts **No:**
Proof Hansard Page and Date Written
or Written Question:

Senator Fisher asked:

1. For this financial year to date, has the department/agency paid its accounts to contractors/consultants etc in accordance with Government policy in terms of time for payment (i.e.within 30 days)? If not, why not, and what has been the timeframe for payment of accounts? Please provide a breakdown, average statistics etc as appropriate to give insight into how this issue is being approached)
 - a. 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 for the current financial year and the previous financial year?
 - b. Where interest is being paid, what rate of interest is being paid and how is this rate determined?

Answer:

Department of Sustainability Environment Water Population and Communities

1. Yes. For the financial year to date, 31 January 2012, the department paid 94.53 per cent of accounts within 30 days.
 - a. No invoices for interest were received or paid.
 - b. In accordance with the relevant Finance Circular, any interest applicable would be paid at the ATO's General Interest Charge. For example, the January – March 2012 rate is set at 11.62 per cent per annum.

Great Barrier Reef Marine Park Authority (GBRMPA)

1. 86 per cent of accounts have been paid within 30 days. Almost all accounts are paid within 45 days. Delays may occur during absence of appropriate staff to authorise payment. Procedures have been implemented to enable outstanding invoices to be referred to an alternative authorising officer.
 - a. No invoices for interest were received or paid.
 - b. In accordance with the relevant Finance Circular, any interest applicable would be paid at the ATO's General Interest Charge. For example, the January – March 2012 rate is set at 11.62 per cent per annum.

Director of National Parks (DNP)

1. Yes. For the financial year to date, 31 January 2012, DNP paid 91 per cent of accounts within 30 days.
 - a. No invoices for interest were received or paid.
 - b. Not applicable.

Sydney Harbour Federation Trust (SHFT)

1. Yes. For the financial year to date, 31 January 2012, SHFT paid 92 per cent of accounts within 30 days. Of the remaining 8 per cent, 82 per cent were paid within 31 to 40 days and 16 per cent within 41 to 50 days. The primary reason for those accounts paid outside the 30 days is because further information regarding an account has been sought from the contractor.
 - a. No interest has been paid on overdue invoices.
 - b. Not applicable.

Murray Darling Basin Authority (the Authority)

1. Yes. For the financial year to date, 31 January 2012, the Authority paid 93.3 per cent of accounts within 30 days.
 - a. Interest of \$2,122 has been paid during 2011-12. The interest payment was an intergovernmental transaction. No interest was paid in 2010-11.
 - b. Interest was paid at 12 per cent per annum as determined by the Minister for Jobs and Workplace Relations.

Bureau of Meteorology (BoM)

1. Yes. For the financial year to date, 29 February 2012, BoM paid 93.7 per cent of accounts within 30 days.
 - a. No invoices for interest were received or paid.
 - b. Not applicable.

National Water Commission (NWC)

1. Yes. For For the financial year to date, 31 January 2012, NWC paid 94 per cent of accounts within 30 days. Reasons for delays in the payment of invoices include: dispute over the amount to be paid; non-acceptance of the goods and services provided; and errors in identified bank account or payee details.
 - a. No invoices for interest were received or paid.
 - b. Not applicable.

**Senate Standing Committee on Environment and Communications
Legislation Committee**
Answers to questions on notice
Sustainability, Environment, Water, Population and Communities portfolio
Additional Budget Estimates, February 2012

Program: Division or Agency: Corporate: CSD **Question 244**
Topic: Government stationery requirements **No:**
Proof Hansard Page and Date Written
or Written Question:

Senator Fisher asked:

1. How much was spent by each department and agency on the government (Ministers/Parliamentary Secretaries) stationery requirements in your portfolio (i.e. paper, envelopes, with compliments slips) this financial year to date?

Answer:

1. The 2011-12 year to date expenditure as of 27 February 2012 (including GST) for these items to the nearest dollar is \$11,011 for Minister Burke's office; and \$974 for Parliamentary Secretary Farrell's office.

**Senate Standing Committee on Environment and Communications
Legislation Committee**
Answers to questions on notice
Sustainability, Environment, Water, Population and Communities portfolio
Additional Budget Estimates, February 2012

Program: Division or Agency: Corporate: CSD **Question 245**
Topic: Portfolio wide – media subscriptions **No:**
Proof Hansard Page and Date Written
or Written Question:

Senator Fisher asked:

1. Does your department or agencies within your portfolio subscribe to pay TV (for example Foxtel)?
 - a. If yes, please provide the reason why, the cost and what channels.
 - b. What is the estimated cost for 2011-12?
 - c. What is the cost for this financial year to date?
2. Does your department or agencies within your portfolio subscribe to newspapers?
 - a. If yes, please provide the reason why, the cost and what newspapers.
 - b. What is the estimated cost for 2011-12?
 - c. What is the cost for this financial year to date?
3. Does your department or agencies within your portfolio subscribe to magazines?
 - a. If yes, please provide the reason why, the cost and what magazines.
 - b. What is the estimated cost for 2011-12?
 - c. What is the cost for this financial year to date?

Answer:

Department of Sustainability, Environment, Water, Populations and Communities (the department)

1. Yes.
 - a. The department subscribes to Foxtel (Business Info and Sport Package) to assist with identifying and tracking issues relevant to the portfolio.
 - b. The cost for 2011-12 is estimated to be \$9,722.
 - c. The cost for this financial year to date is \$7,262, including one off installation charges.

2. Yes.
 - a. The department subscribes to a number of newspapers to assist with identifying and tracking issues relevant to the portfolio. The department subscribes to: The Age, Australian; Australian Financial Review, Barrier Truth, Canberra Times, Centralian Advocate, Deniliquin Pastoral Times, Guardian, Hobart Mercury, Koori Mail, Land, National Indigenous Times, NT News/Sunday Territorian, Queensland Country Life, Stock Journal, Sunday Tasmanian, Sydney Morning Herald, Tasmanian Country, Weekly Times, West Australian, West Australian Countryman.
 - b. The cost for 2011-12 is estimated to be \$71,000.
 - c. The cost for this financial year to date is \$38,472.
3. Yes.
 - a. The department subscribes to a number of magazines/journals/periodicals to assist with identifying and tracking issues relevant to the portfolio. Most of these items form part of the technical library and information service provided to staff. The library resource is also available to the public through inter-library loans. A list of current subscriptions is at **Attachment A**.
 - b. The cost for 2011-12 is estimated to be \$323,600.
 - c. The cost for this financial year to date is \$231,558.

Director of National Parks

1. No.
2. Yes.
 - a. The Director of National Parks (DNP) subscribes to a number of newspapers to identify emerging issues and track areas of regional and local interest. The DNP subscribes to: The Islander, The Atoll, The South Coast Register, Koori Mail, Indigenous Times, The NT News and Norfolk Online.
 - b. The estimated cost for 2011-12 is \$1,053.80.
 - c. The cost for this financial year to date is \$417.50.
3. Yes.
 - a. The DNP subscribes to a number of magazines to identify emerging issues and track areas of professional, regional and local interest. The DNP subscribes to: Australian Geographic, Australian Horticultural and Decision Point.
 - b. The estimated cost for 2011-12 is \$143.40
 - c. The cost for this financial year to date is \$60.00

Sydney Harbour Federation Trust

1. No.
2. Yes.
 - a. To keep informed of world and local news. \$780pa. Financial Review.
 - b. The estimated cost for 2011-12 is \$780.00.
 - c. The cost for this financial year to date is \$780.00.
3. No.

Great Barrier Reef Marine Park Authority (GBRMPA)

1. No.
2. Yes.
 - a. So that staff can be informed of current matters relevant to their duties. The Age, The Australian, Courier Mail, Torres Strait News, Cooktown News, Port Douglas and Mossman Gazette, Cairns Post, Innisfail Advocate, Tully Times, Townsville Bulletin, Bowen Independent, Whitsunday Times, Whitsunday Coast Guardian, Daily Mercury, Morning Bulletin, Gladstone Observer, The Mirror, Canberra Times.
 - b. The estimated cost for 2011-12 is \$5,000 (ex GST).
 - c. The cost for this financial year to date is \$2,022.
3. Yes.
 - a. Items form part of the technical library and information service provided to GBRMPA staff. The purpose of the service is to provide a library and information service and products which support the corporate goals of the GBRMPA. Subscriptions are reviewed annually to ensure ongoing relevance to the agency's information needs. List of current subscriptions is at **Attachment A**.
 - b. The estimated cost for 2011-12 is \$49,000 (ex GST).
 - c. The cost for this financial year to date is \$40,116.

National Water Commission

1. Yes.
 - a. The Commission subscribes to Foxtel (Business Info and Sport Package) to assist with identifying issues and track areas of national, regional and local interest relevant to the Commission. The service is provided to a limited number of executive office and meeting areas.
 - b. The estimated cost for 2011-12 is \$2,820.
 - c. The estimated cost for this financial year to date is \$1,892.76.

2. Yes.
 - a. The Commission subscribes to a number of newspapers to assist with identifying emerging issues and track areas of national, regional and local interest relevant to the Commission. The Commission subscribes to: The Australian, Melbourne Age, Financial Review, Sydney Morning Herald, The Canberra Times, Weekly Times.
 - b. The estimated cost 2011-12 is \$7,100.
 - c. The estimated cost for this financial year to date is \$4,117.22.
3. Yes.
 - a. The Commission subscribes to a number of magazines to assist with identifying emerging issues and track areas of national, regional and local interest relevant to the Commission. The Commission subscribes to: The Land, New Scientist, Time, CCH and Australia and Irrigation Australia.
 - b. The estimated cost for 2011-12 is \$3,100.
 - c. The estimated cost for this financial year to date is \$1,804.75.

Bureau of Meteorology

1. Yes.
 - a. The Foxtel Business/News packages are available in operational forecasting areas where situational awareness is necessary, especially during severe weather events and tsunami events. There is also an Austar subscription for staff at Willis Island, Queensland and a Foxtel subscription for staff at Giles, South Australia, which are remote localities where normal TV transmission is not available or, in the case of Giles, well below capital city standards.
 - b. The estimated cost for 2011-12 is \$7175.05.
 - c. The cost for this financial year to date is \$3940.70.
2. Yes.
 - a. The Bureau of Meteorology subscribes to the following newspapers for current awareness and media monitoring:
The Age
The Australian
Herald Sun
Financial Review
NT News
West Australian
 - b. The estimated cost for 2011-12 is \$ 4761.43.
 - c. The cost for this financial year to date is \$3079.07.
3. Yes.
 - a. The Bureau of Meteorology subscribes to the following magazines for current or industry awareness, monitoring of trends or to support staff professional interests as per **Attachment A**.
 - b. The estimated cost for 2011-12 is \$ 20236.23.

c. The cost for the financial year to date is \$19873.12.

Murray Darling Basin Authority

1. No.

2. Yes.

a. The Authority subscribes to a number of newspapers for ready reference to inform and monitor relevant current affairs. Newspapers are distributed to executive staff on request and displayed within the library and reception. The cost is \$4,806.93 for the financial year to 31 January 2012. Newspaper titles: The Australian, The Age, The Financial Review, Sydney Morning Herald, Canberra Times, Adelaide Advertiser, Courier Mail, Weekly Times and The Land.

b. Estimated cost - \$9,000.00 (2011-12).

c. \$4, 806.93 (1 Jul 11 – 31 Jan 12).

3. Yes.

a. The Authority subscribes to a number of magazines as part of the technical library and information service provided to staff (see **Attachment A**).

b. Estimated cost - \$24,835 (2011-12).

c. \$11,506.96 (1 July 11 to 31 Jan 12).

Attachment A

Departmental subscriptions

Access Economics' Business Outlook
AJM: Australian journal of mining
ALMD Advance
Alpine Gardener
Ambio
American Fern Journal
American Society for Microbiology subscription
Annals Geophysicae
Annals of Glaciology
Annals of the ICRP
Annals of the Missouri Botanical Garden
Antarctic
Antarctic Record
Antarctic Science
Aquatic Conservation
Aquatic Microbial Ecology
Aquatic Toxicology
Archaeology in Oceania
Arctic
Arctic Antarctic & Alpine Research
Ardea
Art Antiquity and Law
Artefact
Asia Pacific journal of environmental law
Auk
Aus Personal Computer
Ausmarine
Austral Ecology
Australasian Journal of Environmental Management
Australasian Journal of Natural Resources Law and Policy
Australasian Mycologist
Australasian Ornithologists Union
Australasian Parks & Leisure
Australasian Science incorporating Search
Australian Aboriginal Studies
Australian Antarctic Magazine
Australian Archaeology
Australian Aviary Life
Australian Bird Keeper
Australian Conservation Foundation
Australian Construction Handbook
Australian Cotton Grower
Australian Entomologist
Australian Environment Review
Australian Farm Journal
Australian Garden History
Australian Geographer
Australian Geographic
Australian Historical Studies
Australian Horticulture
Australian Journal of Botany
Australian Journal of Entomology
Australian Journal of Environmental Education
Australian Journal of Maritime & Ocean Affairs
Australian Journal of Public Administration
Australian Journal of Water Resources

Australian Journal of Zoology
Australian Law Journal
Australian Legal Monthly Digest
Australian Mammalogy
Australian Marine Science Bulletin
Australian Maritime Digest
Australian Meteorological and Oceanographic Journal
Australian Orchid Review
Australian Philanthropy
Australian Planner
Australian Systematic Botany
Australian Taxation Reporter
Australian Zoologist
Australia's Mining Monthly
Automotive Engineering
Aviation, Space & Environmental Medicine
Bibliography of Systematic Mycology
Biodiversity and Conservation
Biological Conservation
BioScience
Biotropica
Boletin Antartico Chileno
Bookseller & Publisher Magazine
Botanical Review
British Medical Journal
Brooklyn Botanic Garden All-region Guides
BRW : Business review weekly
Bulletin of Glaciological Research
Bulletin of Zoological Nomenclature
Business and the Environment
C&EN: Chemical & engineering news
Canberra Historical Journal
Capture Commercial Photography
Chain Reaction
Choice: journal of the Australian Consumers' Association
Climbing
Cold Regions Science & Technology
Colong Bulletin
Condor
Conservation Biology
Conservation Letters
Curtis's Botanical Magazine
Deep Sea Research Part 1 & Part 2
Desktop Magazine
Earth Surface Processes and Landforms
Ecography
Ecolibrium
Ecological Applications
Ecological Economics
Ecological Management & Restoration
Ecological Monographs
Ecologist
Ecology Law Quarterly
Economist
Ecos
Ecotoxicology
Ecotoxicology & Environmental Safety
eJARN
Electronics World
Emu

Encephalartos
Envirolnfo Premium
Environment: science and policy for sustainable development
Environmental and Planning Law Journal
Environmental conservation
Environmental Finance
Environmental Impact Assessment Review
Environmental Management
Environmental Manager
Environmental Policy and Law
Environmental Science & Technology (ES&T)
Environmental Science and Technology
Environmental Toxicology
Environmental Toxicology and Chemistry
Estuarine Coastal & Shelf Science
Europolitics Environment
Explorations, Scripps Inst. Of Oceanography
Fast Company
Fern Gazette
Fiddlehead Forum
Field Bryology
Fishery Bulletin
Fishing News International
Food Magazine
Freshwater Biology
Freshwater Science
Fungimap News
Gardening Australia
Gardens Illustrated
GEO world
Geographical
Geophysical Institute Quarterly
Global Change Magazine
Global Environmental Politics
Global Water Intelligence
Globe Aus
Gold & Minerals Gazette
Habitat
Harvard Business Review
Hattoria
Heritage Living
Historic Environment
Historical Records of Australian Science
Hortguide
HR monthly
Human and Ecological Risk Assessment
Hydrological Processes
IATA Dangerous Goods Regulations
Ibis
Ice
Ice Breaker
Ices Journal of Marine Science
IFAR Journal
IMDG Code (International Maritime Dangerous Goods Code)
Impact Assessment & Management Appraisal
Impact Assessment and Project Appraisal
Incite
Index of Fungi
Injury
Inside Knowledge

International Environment Reporter
International Journal of Circumpolar Health
International Journal of Heritage Studies
International Journal of Rock Art
Invertebrate Systematic
IPA Review
JARN: Japan air conditioning, heating & refrigeration news
Journal of Animal Ecology
Journal of Applied Ecology
Journal of Atmospheric & Solar Terrestrial Physics
Journal of Atmospheric Sciences
Journal of Bryology
Journal of Business Continuity & Emergency Planning
Journal of Cetacean Research and Management
Journal of Cleaner Production
Journal of Environment and Development
Journal of Environmental Economics and Management
Journal of Environmental Quality
Journal of Environmental Radioactivity
Journal of Geophysical Research
Journal of Glaciology
Journal of Industrial Ecology
Journal of Industrial Relations
Journal of International Wildlife Law & Policy
Journal of Mammalogy
Journal of North West Atlantic Fishery Science
Journal of Plankton Research
Journal of the Air & Waste Management Association
Journal of the Marine Biological Association UK
Journal of the Royal Australian Historical Society
Journal of Royal Society of Western Australia
Journal of Tropical Ecology
Journal of Wildlife Management
Kew bulletin
Land and Water News
Land Degradation and Development
Landscape Architecture
Landscape Architecture Australia
Landscape Ecology
Landscape (WA)
Lichenologist
Limnology & Oceanography
Lloyd's List DCN (Daily Commercial News)
Mammalia
Margaret Gee's Australian Media Guide
Marine & Coastal Fisheries: Dynamics, Management & Ecosystem Science
Marine & Freshwater Research
Marine Biology
Marine Ecology
Marine Ecology Progress Series
Marine Mammal Science
Marine Ornithology
Marine Policy
Marine Pollution Bulletin
Master Builder
MIMS Annual & Bi-Monthly Supplements
Mine Water and the Environment
National Environmental Law Review
National Geographic
National Trust Magazine (NSW)

Natural Heritage
Natural History
Nature
Nature Biotechnology
Nature Nanotechnology
Nature New South Wales
Nautical Almanac
New Scientist
New Zealand Journal of Botany
Nordic Journal of Botany
Norfolk Islander
Northern Territory Naturalist
Notornis
Ocean & Coastal Management
Oceanography
OECD Observer
Oil & Gas Gazette
Old Machinery Magazine
Old News: Canberra Archaeological Society newsletter
Online Currents
Orchadian, The
Orchid Digest
Orchid Review
Orchids Australia
Ornithological Monographs
Outlooks on Pest Management
Pacific Horticulture
Palms & Cycads
Palms : journal of the International Palm Society
Papers & Proceedings of the Royal Society of Tasmania
Park Watch
Pesticide News
Photogrammetric Engineering and Remote Sensing
Phytologia
Planetary & Space Science
Plant Protection Quarterly
Plantsman
Plumbing Connection
Polar Bioscience
Polar Geography
Polar Record
Polar Research Norwegian Polar Institute
Polar Science
Polar Times
Policy
Popular Mechanics
Position Magazine
Potoroo Review
Practical Hydroponics & Greenhouses
Print
Proceedings of the National Academy of Sciences USA
Pteridologist
Public Garden: the journal of the American Association of Botanical Gardens and Arboreta
Rangeland Journal
Recycling International
Remote Sensing of Environment
Renew: technology for a sustainable future
Renewable & Sustainable Energy Reviews
Renziana
Resource and Energy Projects Service (REPS)

Resource Recycling
Reviews of Geophysics
Richardiana
Rock & Ice
Rock Art Research
Science
Scientific American
Seed Science & Technology
Seed Testing International
Selbyana
Ships & Shipping
Signals
Silicon Chip
Soil Research(Australian Journal of Soil Research)
South African Journal of Botany
Standards Premium Subscription
Star Almanac
T + D : better performance through workplace learning
Tasmania, Forty Degrees South
Tasmanian Historical Research Association: papers & proceedings
Taxon
Technical Rescue
Terra Antartica
Total environment
Training and Development in Australia
Transactions of the Royal Society of South Australia
Travel and Accommodation rates plus other Allowances
Trends in Ecology
Turning the Tide
Waste Disposal & Water Management in Australia
Waste Management & Environment
Water: official journal of the Australian Water & Wastewater Association
Web Designer
Well at Work
Wetlands Ecology & Management
Wild
Wilderness & Environmental Medicine
Wildlife Australia
Wildlife Research
Wingspan
Wired Magazine
WME: Waste management and environment
Workplace Info
World Heritage Review

Great Barrier Reef Marine Park Authority Subscriptions

Ambio
Aboriginal History
Administrative Appeals Tribunal Practice (Federal)
Ausmarine
Austasia Aquaculture
Austral Ecology
Australasian Journal of Environmental Management
Australasian Journal of Natural Resources Law & Policy
Australian Aboriginal Studies
Australian Administrative Law Service
Australian Conservation Foundation - Habitat
Australian Contract Law Reporter
Australian Geographer
Australian Journal of Maritime and Ocean Affairs
Australian Journal of Public Administration
Australian Labour Law Reporter
Australian Map Circle membership / Globe
Australian Maritime Digest
Better Digital
Better Photography
Better Photoshop Techniques
Bluewater Boats and Sportsfishing
Coastal Management
Coasts and Wetlands Society membership
Conservation
Conservation Biology
Coral
Coral Reefs
Desktop Magazine
Ecological Applications
Ecos
Environment Business
Environmental and Planning Law Journal
Environmental Conservation
International Journal of Geographical Information Science
Environmental Impact Assessment Review
Environmental Management
Environmental Manager
EQ Australia
Fish and Boat
Fish and Fisheries
Fishing Today
Freshwater and Marine Aquarium
Global Aquaculture Advocate
Impact Assessment and Project Appraisal

Indigenous Law Bulletin
International Journal of Marine and Coastal Law
Journal of Aquaculture and Aquatic Sciences
Journal of Cetacean Research and Management
Koori Mail
Land and Water News
Landscape
Lang's Commercial Leasing in Australia
Law of Intellectual Property
Margaret Gee Media Guide
Marine and Freshwater Research
Marine Mammal Science
Marine Ornithology
Marine Policy
Marine Pollution Bulletin
Marine Resource Economics
Modern Fishing
NAGA
New Scientist - Australasian edition
New Scientist Archive
Ocean and Coastal Management
Pacific Conservation Biology
Parks
Public Administration Today
Queensland Archaeological Research
Queensland Environmental Practice Reporter
Queensland Fisherman
Queensland Fishing Monthly
Science Teachers of Northern Territory membership / Scientriffic
Scuba Diver Australasia
Society and Natural Resources
Tourism in Marine Environments
Tourism Management
Transactions of the North American Wildlife and Natural Resources Conference
Tropical Fish Hobbyist
Wetlands - Australia
Wildlife Australia
World Heritage Review
Yearbook Australia

Murray-Darling Basin Authority Subscriptions

ACIAR Newsletter
ANCOLD Bulletin
Australasian Journal of Environmental Management
Australasian Journal of Natural Resources Law and Policy
Australasian Science (incorp. Search)
Australian Commodities (ABARES)
Australian Journal of Environmental Education
Australian Journal of Environmental Management
Australian Journal of Water Resources
Australian Library Journal
Australian Personal Computer
Australian Pipeliner
Australian River Research
Australian Tax Service (+Updater) – CCH
Backwash Newsletter (Irrigation Aust.) – online
Business Review Weekly
Bush Heritage News
Bush Telegraph
Conservation Farmer
Cunninghamia. A journal of plant ecology for eastern Australia
Economist (Asia Pacific ed.)
ECOS
Engineering World
Farm Institute Highlights
Farm Policy Journal
GHD News
Government News
Groundcover (GRDC)
H2O Thinking (eWater)
Habitat
Harvard Business Review
Helix (CSIRO)
ICID Bulletin (Intl.Commission on Irrig.&Drainage)
Incite
Irrigation Australia
Irrigation & Drainage (ICID)
Margaret Gee's Media Guide
Management Today (AIM)
Marine and Freshwater Research (CSIRO) Online
National Environmental Law Review
Natural Heritage (Jnl. Nat. Heritage Trust)
New Scientist
Partners in Research and Development (ACIAR)
Position Aust Magazine of survey mapping and geo-information.
Riverlander Notes (M-D Assoc.Inc.)
Rural Diversity (RIRDC)
Smithsonian
Spatial edition online (AUSLIG)
Waste disposal and water management in Aust.
Waste management and environment
Water (Journal of the Aust. Water Assoc.)
Water and the environment (N 'letter Water Research Foundation of Aust.)
Water in society
Water in Society, CSIRO)
Week (The)

Bureau of Meteorology Subscriptions

APC

Ausmarine

Australasian Science

Australian Association for Maritime Affairs

Australian Maritime Digest

Australian PC Authority

Australian PC Journal

Australian PC User

Australian Personal Computer

Aviation Week and Space Technology

Buoyweather

CADalyst

Choice

Choice Computer

Communication Briefings

Computerworld Australia

Council Leaders

EDN

Electrical Cabling Magazine

Electronics World

Government News

Harvard Business Review

Internet Ships Register

Ice Breaker

IEEE Spectrum

IPAA Today

JASTP

Law Institute Journal

Linux Journal

Linux Magazine

Lloyd's List

MacFormat

Monthly Climatic data for the World

National Weather Digest

New Scientist

Online Currents

PC & Tech Authority

PC Magazine

Policy

Position Magazine

Public Administration Today

QST

Risk

Scientific American

Silicon Chip

Sky & Telescope

Solar Physics

Space News

Technometrics

The Skeptic

Time

Training & Development
Weather (UK)
Well at Work
Workforce

Senate Standing Committee on Environment and Communications
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Answers to questions on notice
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Additional Budget Estimates, February 2012

Program: Division or Agency: Corporate: CSD **Question 246**
Topic: Portfolio wide – education expenses **No:**
Proof Hansard Page and Date Written
or Written Question:

Senator Fisher asked:

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

Answer:

Department of Sustainability, Environment, Water, Population and Communities¹

1. The department currently does not have a mechanism to fully capture and record details centrally of all learning and development activities undertaken by employees, nor the total expenditure on this function. Efforts are underway to improve the capture of data in this regard.

The department provides staff with opportunities to access job related learning and individual career development activities, including: in-house training organised and/or delivered by divisions, corporate expert areas of the department (for example financial management and procurement) and the central workforce development function; training and development sourced externally to the department; and support to undertake external study through educational institutions. While it is not possible to give a comprehensive report on all learning and development activity and expenditure across the department, it is possible to report on training packages organised and/or delivered through the department's central workforce development function. These are reported at a) below.

In addition, under the department's Enterprise Agreement, staff members may apply for study support involving study leave during normal working hours and a bursary of between \$1,300 and \$2,600 per annum depending on the type of course. Expenditure on study support is reported in b) below, excluding the value of the leave component. The amount of study leave granted to each participant varies depending on the requirements of the course and the needs of the individual and their work area. It is not possible to accurately report on the amount of leave accessed for the purpose of external study as individuals may use various forms of leave and may or may not record it as being for the purpose of study.

It should also be noted that in a small number of cases, the full costs of a course may have been met by the department for a participant – including for eligible Indigenous staff members as a specific condition of the Enterprise Agreement. However it is not possible to accurately report on such instances as various learning and development accounting codes may have been used and it may not be clear that payments are specifically for fee reimbursements.

a) Training packages organised and/or delivered through the department's central workforce development function 2011-12 financial year to date:

General Courses

Course type: Exploring the Value of Diversity

Total cost: \$20,781 (ex GST)

Cost per participant: 293

Number of participants: 71

Amount of study leave granted: Study leave is not applicable for this activity

Reason for the study: Professional development

Course type: Cranlana Colloquium (Theory and practice of leadership for SES)

Total cost: \$4700 (ex GST)

Cost per participant: \$4700 (ex GST)

Number of participants: 1

Amount of study leave granted: Study leave is not applicable for this activity

Reason for the study: Professional development

Course type: SES Induction

Total cost: \$487 (ex GST)

Cost per participant: \$40.60

Number of participants: 12

Amount of study leave granted: Study leave is not applicable for this activity

Reason for the study: Professional development

Course type: Indigenous Cultural Awareness Training

Total cost: \$3459.27 (ex GST)

Cost per participant: \$216.20

Number of participants: 16

Amount of study leave granted: Study leave is not applicable for this activity

Reason for the study: Professional development

Course type: Leadership Development Program (EL1, 2) and Building Productive Partnerships (APS6)

Total cost: \$135 771

Cost per participant: \$1763 approx

Number of participants: 77

Amount of study leave granted: Study leave is not applicable for this activity

Reason for the study: Professional development

b) Study support provided to departmental officers to undertake tertiary studies

Course type: Diploma/Certificate

Total cost: \$10,575

Cost per participant: Varies depending on period and level of study and on whether it is local or by distance education.

Number of participants: 16

Amount of study leave granted to each participant: Varies depending on the requirements of the course and the individual and their work area.

Reason for the study: Professional development

Course type: Bachelor Degree

Total cost: \$41,450

Cost per participant: Varies depending on period and level of study and on whether it is local or by distance education.

Number of participants: 34

Amount of study leave granted to each participant: Varies depending on the requirements of the course and the individual and their work area.

Reason for the study: Professional development

Course type: Graduate Certificate/Diploma

Total cost: \$17,663

Cost per participant: Varies depending on period and level of study and on whether it is local or by distance education.

Number of participants: 24

Amount of study leave granted to each participant: Varies depending on the requirements of the course and the individual and their work area.

Reason for the study: Professional development

Course type: Masters

Total cost: \$51,550

Cost per participant: Varies depending on period and level of study and on whether it is local or by distance education.

Number of participants: 39

Amount of study leave granted to each participant: Varies depending on the requirements of the course and the individual and their work area.

Reason for the study: Professional development

Course type: Doctorates

Total cost: \$2,500

Cost per participant: Varies depending on period and level of study, and on whether it is local or by distance education.

Number of participants: 3

Amount of study leave granted to each participant: Varies depending on the requirements of the course and the individual and their work area.

Reason for the study: Professional development

Course type: Interview Training (2011 Graduate Program)

Total cost: \$3900 (ex GST)

Cost per participant: \$118

Number of participants: 33

Amount of study leave granted to each participant: Study leave is not applicable for this activity

Reason for the study: Core element of the Graduate Program

Course Type: Certificate IV in Government (2011 School Leaver Traineeship Program)

Total cost: \$16,217 (ex GST)

Cost per participant: \$1622

Number of participants: 10

Amount of study leave granted to each participant: Study leave is not applicable for this activity

Reason for the study: Core element of the School Leaver Traineeship Program

Course type: Senate Seminar (2011 School Leaver Traineeship Program)

Total cost: \$672.00 (Ex GST)

Cost per participant: \$67.00

Number of participants: 10

Amount of study leave granted to each participant: Study leave is not applicable for this activity

Reason for the study: Core element of the School Leaver Traineeship Program

¹ Includes information for the Director of National Parks

Great Barrier Reef Marine Park Authority

Course type: Study Assistance – Knowledge Centric Organisations

Total cost: \$785

Cost per participant: \$785.00

Number of participants: 1

Amount of study leave granted: 6 days

Reason for study: Professional development

Course type: Study Assistance – Flood Management

Total cost: \$431.25

Cost per participant: \$431.25

Number of participants: 1

Amount of study leave granted: 1.5 days

Reason for study: Professional development

Course type: Study Assistance – Asset Management

Total cost: \$431.25

Cost per participant: \$431.25

Number of participants: 1

Amount of study leave granted: 1.5 days

Reason for study: Professional development

Course type: Study Assistance – Infrastructure Policy Evaluation

Total Cost: \$431.25

Cost per participant: \$431.25

Number of participants: 1

Amount of study leave granted: 1.5 days

Reason for study: Professional development

Course type: Study Assistance – Infrastructure Project Management

Total Cost: \$431.25

Cost per participant: \$431.25

Number of participants: 1

Amount of study leave granted: 1.5 days

Reason for study: Professional development

Course type: Study Assistance – Honour Thesis

Total Cost: \$1313.50

Cost per participant: \$1313.50

Number of participants: 1

Amount of study leave granted: 6 days

Reason for study: Professional development

Course type: Study Assistance – Business Process Management

Total cost: \$1286.00

Cost per participant: \$1286.00

Number of participants: 1

Amount of study leave granted: 6 days

Reason for study: Professional development

Course type: Study Assistance – Information Management Professional Practice

Total cost: \$1319.20

Cost per participant: \$1319.20

Number of participants: 1

Amount of study leave granted: 6 days

Reason for study: Professional development

Course type: Study Assistance – GIS Applications

Total cost: \$1692.00

Cost per participant: \$1692.00

Number of participants: 1

Amount of study leave granted: 6 days

Reason for study: Professional development

Course type: Study Assistance – Environmental Impact Management

Total cost: \$1890.00

Cost per participant: \$1890.00

Number of participants: 1

Amount of study leave granted: 6 days

Reason for study: Professional development

Bureau of Meteorology

Course type: Initial Training for Meteorologists, Observers and Technicians (full year courses)

Total cost: \$1,492,436

Cost per participant (on average): \$18,655

Number of participants: 80

Amount of study leave granted to each participant: 71 days

Reason: Training of new recruits for Meteorologist, Observer and Technician roles

Course type: Specialist in-service training (for Meteorologists, Observers, Technicians, Hydrologists and other technical specialists)

Total cost: \$1,250,638

Cost per participant (on average): \$1235

Number of participants: 1012

Amount of study leave granted to each participant: 3.2 days

Reason: Continuous professional development in technical fields. Competency training to support high profile services such as aviation and disaster mitigation services; training in support of license maintenance and certified agreement; training to support new technology and systems

Course type: IT Training

Total cost: \$141,439

Cost per participant (on average): \$989

Number of participants: 143

Amount of study leave granted to each participant: 2.7

Reason: Develop and maintain technical IT capabilities of staff

Course type: Personal, Management and Leadership Development Training

Total Cost: \$787,991

Cost per participant (on average): \$1867

Number of participants: 422

Amount of study leave granted to each participant: 1.6 days

Reason: Enhance management and leadership capabilities of staff

Course type: OHS Training

Total cost: \$17,668

Cost per participant (on average): \$21

Number of participants: 828

Amount of study leave granted to each participant: 1.2 days

Reason: Ensure the embedding of OHS policy and practices in all Bureau activities and the safety, health and well-being of all staff

Murray Darling Basin Authority

Course type: First Aid officer Training

Total cost: \$1108.50

Number of participants: 7

Cost per participant: \$158.36

Amount of study leave granted to each participant: 0

Reason for the study: Compliance with OHS Requirements

Course type: Australian Public Service Training including: APS writing, financial management, strategic thinking

Total cost: \$25,328.50

Number of participants: 75

Cost per participant: \$337.71

Amount of study leave granted to each participant: 0

Reason for the study: professional development related to generic skills for APS employment

Course type: Holding Difficult Conversations

Total cost: \$10,800

Number of participants: 8

Cost per participant: \$1,350

Amount of study leave granted to each participant: 0

Reason for the study: Support and assistance with performance management discussions and conflict resolution

Course type: OHS training

Total cost: \$3,632

Number of participants: 49

Cost per participant: \$74

Amount of study leave granted to each participant: 0

Reason for the study: training OHS committee representative and officers in new WHS responsibilities for managers and SES officers

Course type: Office IT skills

Total cost: \$5,353.81

Number of participants: 18

Cost per participant: \$297.43

Amount of study leave granted to each participant: 0

Reason for the study: Effective use of office information technology

Course type: Office IT skills
Total cost: \$5,353.81
Number of participants: 18
Cost per participant: \$297.43
Amount of study leave granted to each participant: 0
Reason for the study: Effective use of office information technology

Course type: Leadership Training
Total cost: \$70,664
Number of participants: 38
Cost per participant: \$1,859.58
Amount of study leave granted to each participant: 0
Reason for the study: Effective management and succession planning

Course type: Buddy and mentor training
Total cost: \$6,940
Number of participants: 16
Cost per participant: \$433.75
Amount of study leave granted to each participant: 0
Reason for the study: Support for Graduate Program

Course type: Wise Water Ways
Total cost: \$3,600
Number of participants: 4
Cost per participant: \$900
Amount of study leave granted to each participant: 0
Reason for the study: Graduate employee development

Course type: State Interpretation Course
Total cost: \$724.09
Number of participants: 3
Cost per participant: \$241
Amount of study leave granted to each participant: 0
Reason for the study: professional development related to employee's role

Course type: Financial Management Training
Total cost: \$899
Number of participants: 1
Cost per participant: \$899
Amount of study leave granted to each participant: 0
Reason for the study: professional development related to employee's role

Course type: Train-Dragon Naturally Speaking
Total cost: \$452.68
Number of participants: 1
Cost per participant: \$452.68
Amount of study leave granted to each participant: 0
Reason for the study: professional development related to employee's role

Course type: Wetland Hydrology Training

Total cost: \$980

Number of participants: 1

Cost per participant: \$980

Amount of study leave granted to each participant: 0

Reason for the study: professional development related to employee's role

Course type: Groundwater Training

Total cost: \$1,400

Number of participants: 1

Cost per participant: \$1,400

Amount of study leave granted to each participant: 0

Reason for the study: professional development related to employee's role

Course type: ArcGIS

Total cost: \$1,838

Number of participants: 2

Cost per participant: \$919

Amount of study leave granted to each participant: 0

Reason for the study: professional development related to employee's role

Course type: Advanced .net

Total cost: \$2,110

Number of participants: 1

Cost per participant: \$2,110

Amount of study leave granted to each participant: 0

Reason for the study: professional development related to employee's role

Course type: Ground water –Surface water Interactions

Total cost: \$2,800

Number of participants: 2

Cost per participant: \$1,400

Amount of study leave granted to each participant: 0

Reason for the study: professional development related to employee's role

Course type: Realm Advanced Workshop

Total cost: \$1,600

Number of participants: 2

Cost per participant: \$800

Amount of study leave granted to each participant: 0

Reason for the study: professional development related to employee's role

Course type: Advanced Perl training

Total cost: \$7,000

Number of participants: 2

Cost per participant: \$3,500

Amount of study leave granted to each participant: 0

Reason for the study: professional development related to employee's role

Course type: Basic Perl training
Total cost: \$3,500
Number of participants: 1
Cost per participant: \$3,500
Amount of study leave granted to each participant: 0
Reason for the study: professional development related to employee's role

Course type: Basic Hydrography
Total cost: \$3,750
Number of participants: 1
Cost per participant: \$3,750
Amount of study leave granted to each participant: 0
Reason for the study: professional development related to employee's role

Course type: Certificate IV in Project Management
Total cost: \$1,600
Number of participants: 4
Cost per participant: \$400
Amount of study leave granted to each participant: 0
Reason for the study: professional development related to employee's role

Course type: Preparing Senate Estimates briefs
Total cost: \$3,011
Number of participants: 15
Cost per participant: \$200.75
Amount of study leave granted to each participant: 0
Reason for the study: professional development related to employee's role

Course type: Facilitation skills
Total cost: \$24,363
Number of participants: 54
Cost per participant: \$451.15
Amount of study leave granted to each participant: 0
Reason for the study: professional development related to employees' role

Course type: Negotiation skills
Total cost: \$9185.50
Number of participants: 27
Cost per participant: \$340.20
Amount of study leave granted to each participant: 0
Reason for the study: professional development related to employees' role

Course type: B.Sc. Environment, Parks and Heritage
Total cost: \$1,544
Number of participants: 1
Cost per participant: \$1,544
Amount of study leave granted to each participant: 50 hours
Reason for the study: professional development related to employee's role

Course type: CPA
Total cost: \$1,700.45
Number of participants: 1
Cost per participant: \$1,700.45
Amount of study leave granted to each participant: 8 hours
Reason for the study: professional development related to employee's role

Course type: Bachelor of Commerce
Total cost: \$1,479
Number of participants: 1
Cost per participant: \$1,479
Amount of study leave granted to each participant: 85 hours
Reason for the study: professional development related to employee's role

Course type: Bachelor of Public Relations
Total cost: \$3,268
Number of participants: 1
Cost per participant: \$3,268
Amount of study leave granted to each participant: 75 hours
Reason for the study: professional development related to employee's role

Course type: Masters of Integrated Water Management
Total cost: \$11,465
Number of participants: 2
Cost per participant: \$5,732
Amount of study leave granted to each participant: 40 hours
Reason for the study: professional development related to employees' role

Course type: Cert IV in Government (Procurement and Contracting)
Total cost: \$3,700
Number of participants: 1
Cost per participant: \$3,700
Amount of study leave granted to each participant: 60 hours
Reason for the study: professional development related to employee's role

Course type: Post Graduate Certificate in River Restoration and Management
Total cost: \$4,864
Number of participants: 2
Cost per participant: \$2,432
Amount of study leave granted to each participant: 64 hours
Reason for the study: professional development related to employees' role

Course type: Graduate Certificate in Environmental Law
Total cost: \$2,358
Number of participants: 1
Cost per participant: \$2,358
Amount of study leave granted to each participant: 24 hours
Reason for the study: professional development related to employee's role

Course type: Leading through Change

Total cost: \$549.82

Number of participants: 1

Cost per participant: \$549.82

Amount of study leave granted to each participant: 0

Reason for the study: professional development related to employee's role

Course type: Selection Advisory Committee training

Total cost: \$12,450

Number of participants: 40

Cost per participant: \$311.45

Amount of study leave granted to each participant: 0

Reason for the study: Improve and streamline recruitment and selection processes

Course type: Webinar Training

Total cost: \$180

Number of participants: 1

Cost per participant: \$180

Amount of study leave granted to each participant: 0

Reason for the study: professional development related to employee's role

Course type: Microsoft SharePoint Training

Total cost: \$8,976

Number of participants: 3

Cost per participant: \$2,992

Amount of study leave granted to each participant: 0

Reason for the study: professional development related to employee's role and implementation of SharePoint

Course type: Advanced Certificate IV Government (Injury Rehabilitation Management)

Total cost: \$4,800

Number of participants: 1

Cost per participant: \$4,800

Amount of study leave granted to each participant: 0

Reason for the study: professional development related to employee's role

National Water Commission

Course type: In-house Courses – Fraud, Risk and Security Awareness Training

Cost: \$9,990.00

Cost per participants: \$128.00

Number of participants: 78

Amount of study leave granted to each participant: Nil

Reason for the study: Improve staff understanding of Government fraud and risk management frameworks

Course type: In-house Courses – Financial Essentials Training

Cost: \$2,250.00

Cost per participants: \$150.00

Number of participants: 15

Amount of study leave granted to each participant: Nil

Reason for the study: Improve staff understanding of Government financial management framework

Course type: Tertiary Studies - Bachelor of Graphic Design (2011 YR)

Cost: \$1,439.00 (partial fee reimbursement)

Number of participants: 1

Cost per participant: \$1,439.00

Amount of study leave granted to each participant: 65 hours

Reason for the study: Professional knowledge development

Course type: Tertiary Studies – Masters of Environmental Management

Cost: \$2,580.00 (partial fee reimbursement)

Number of participants: 1

Cost per participant: \$2,580.00

Amount of study leave granted to each participant: Nil

Reason for the study: Professional knowledge development

Course type: Tertiary Studies - Master of Public Policy (Economic Policy)

Cost: \$6,180.00 (partial fee reimbursement)

Number of participants: 1

Cost per participant: \$6,180 .00

Amount of study leave granted to each participant: Nil

Reason for the study: Professional knowledge development

Course type: Tertiary Studies - Graduate Diploma of Environmental Resources and Economics

Cost: \$4,256.00 (partial fee reimbursement)

Number of participants: 1

Cost per participant: \$4,256.00

Amount of study leave granted to each participant: Nil

Reason for the study: Professional knowledge development

Course type: Media and presentation skills training

Cost: \$8,870.00

Number of participants: 2

Cost per participant: \$4,435.00

Amount of study leave granted to each participant: Nil

Reason for the study: Development of communication skills

Course type: External – Marketing yourself into an EL1 position - Australian Public Service Commission

Cost: \$1,425.00

Number of participants: 1

Cost per participant: \$1,425.00

Amount of study leave granted to each participant: Nil

Reason for the study: Personal development

Course type: External – Executive Assistant Masterclass

Cost: \$1,760.00

Number of participants: 2

Cost per participant: \$880.00

Amount of study leave granted to each participant: Nil

Reason for the study: Technical skills development

Course type: External – Water Leadership Training
Cost: \$16,000.00
Number of participants: 2
Cost per participant: \$8,000.00
Amount of study leave granted to each participant: Nil
Reason for the study: Development of knowledge about water industry

Course type: External – Project Management for Executive Assistants
Cost: \$880.00
Number of participants: 1
Cost per participant: \$880.00
Amount of study leave granted to each participant: Nil
Reason for the study: Technical skill development

Course type: External – Microsoft Excel Essentials
Cost: \$350.00
Number of participants: 1
Cost per participant: \$350.00
Amount of study leave granted to each participant: Nil
Reason for the study: Technical skills development

Course type: External – Comcare Workers Compensation and Personnel Management
Cost: \$400.00
Number of participants: 1
Cost per participant: \$400.00
Amount of study leave granted to each participant: Nil
Reason for the study: Technical skills development

Course type: External – Groundwater for Decision Makers
Cost: \$5,544.00
Number of participants: 2
Cost per participant: \$2,772.00
Amount of study leave granted to each participant: Nil
Reason for the study: Technical skills development

Course type: External – APS Job Applications and Interview Skills
Cost: \$3,810.00
Number of participants: 6
Cost per participant: \$635.00
Amount of study leave granted to each participant: Nil
Reason for the study: Personal development

Course type: External – Shaping Strategic Thought
Cost: \$635.00
Number of participants: 1
Cost per participant: \$635.00
Amount of study leave granted to each participant: Nil
Reason for the study: Development of management skills

Course type: External – Introduction to the Senate
Cost: \$1,980.00
Number of participants: 5
Cost per participant: \$396.00
Amount of study leave granted to each participant: Nil
Reason for the study: Improve knowledge of Parliamentary processes

Course type: External – Australian Institute of Management - Think on your feet
Cost: \$2,590.00
Number of participants: 2
Cost per participant: \$1,295.00
Amount of study leave granted to each participant: Nil
Reason for the study: Development of management skills

Course type: External – Strategic Thinking and Actions
Cost: \$7,469.00
Number of participants: 1
Cost per participant: \$7,469.00
Amount of study leave granted to each participant: Nil
Reason for the study: Development of management skills

Course type: External – Persuasion, Negotiation and Communication
Cost: \$2,295.00
Number of participants: 1
Cost per participant: \$2,295.00
Amount of study leave granted to each participant: Nil
Reason for the study: Development of management skills

Course type: External – Access your leadership capabilities
Cost: \$320.00
Number of participants: 1
Cost per participant: \$320.00
Amount of study leave granted to each participant: Nil
Reason for the study: Development of management skills

Course type: External – Leading Through Change
Cost: \$1,575.00
Number of participants: 3
Cost per participant: \$525.00
Amount of study leave granted to each participant: Nil
Reason for the study: Development of management skills

Course type: External – Creating co-operative community engagement
Cost: \$2,953.50
Number of participants: 1
Cost per participant: \$2,953.50
Amount of study leave granted to each participant: Nil
Reason for the study: Improve communication knowledge and skills

Course type: External – Australian Water Industry Essentials
Cost: \$1,800.00
Number of participants: 1
Cost per participant: \$1,800.00
Amount of study leave granted to each participant: Nil
Reason for the study: Technical skills development

Course type: External – Addressing selection criteria and interviews
Cost: \$528.00
Number of participants: 1
Cost per participant: \$528.00
Amount of study leave granted to each participant: Nil
Reason for the study: Personal development

Course type: External – Excel Intermediate Training
Cost: \$350.00
Number of participants: 1
Cost per participant: \$350.00
Amount of study leave granted to each participant: Nil
Reason for the study: Technical skills development

Course type: External – Leadership for Agents Master class
Cost: \$635.00
Number of participants: 1
Cost per participant: \$635.00
Amount of study leave granted to each participant: Nil
Reason for the study: Development of management skills

Course type: External – First Aid Training
Cost: \$270.00
Number of participants: 2
Cost per participant: \$135.00
Amount of study leave granted to each participant: Nil
Reason for the study: Technical skills development and accreditation

Course type: External – Freedom of Information Training
Cost: \$635.00
Number of participants: 1
Cost per participant: \$635.00
Amount of study leave granted to each participant: Nil
Reason for the study: Technical skills development

Course type: External – Winning that SES Job
Cost: \$2,730.00
Number of participants: 1
Cost per participant: \$2,730.00
Amount of study leave granted to each participant: Nil
Reason for the study: Personal development

**Senate Standing Committee on Environment and Communications
Legislation Committee**
Answers to questions on notice
Sustainability, Environment, Water, Population and Communities portfolio
Additional Budget Estimates, February 2012

Program: Division or Agency: Corporate: CSD **Question No:** 247

Topic: Portfolio wide – executive coaching and leadership training

Proof Hansard Page and Date or Written Question: Written

Senator Fisher asked:

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information for this financial year to date:

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
4. The names of all service providers engaged

For each service purchased from a provider listed under (4), please provide:

- 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
 - 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:
- i. The location used
 - ii. The number of employees who took part on each occasion
 - iii. The total number of hours involved for all employees who took part
 - iv. Any costs the department or agency's incurred to use the location.

Answer:

Department of Sustainability, Environment, Water, Population and Communities¹

The department does not currently have a mechanism to fully capture and record details centrally of all learning and development activities undertaken by employees, including coaching and leadership training, nor the total expenditure on this function.

However, through its central workforce development function, the department has offered the Leadership Development Program to Executive Level 1 and 2 staff members and a program with a similar focus to APS 6 staff: Building Productive Partnerships. Information on these

programs related to the current financial year is reported below. Although employees may have participated in other, external leadership development training, funded at divisional level, accurate reporting can only be provided in regard to the department's own Leadership Development Program. Note that the three year contract for the Executive Level program ceased on 30 August 2011.

In regard to executive coaching services, the Leadership Development Program has a coaching component accessed by all participants and information on this for the current financial year is incorporated in the report below. Each participant received three hours of one-to-one coaching as part of the program. It should also be noted that in a small number of instances, executive coaching services have also been accessed for individual officers by the divisions outside of the Leadership Development Program. However, the department does not currently have a mechanism to centrally capture and record details of coaching events, and at the divisional level records may not identify coaching events as such.

1. \$135 771
2. 1668 (EL2: 280 EL1: 723 APS6: 665)
3. 79 (EL2: 1 EL1: 20 APS6: 58). Participation in the Leadership Development Program required five days in structured training. Participation in the Building Productive Partnerships Program required three days in structured training. An application for study leave was not required for these programs.
4. nCompassHR (now trading as Exceptional People).

See above for remaining information.

5.

i : Peppers Craigieburn, Bowral (Leadership Development Program)

ii: 24 participants in total over 1 session

iii: 540

iv: \$2520

i: Old Parliament House, Canberra (Leadership Development Program)

ii: 17 participants per session 2 sessions

iii: 214

iv: \$2367

i: Old Parliament House, Canberra (Building Productive Partnerships)

ii: 17 participants per session 1 session

iii: 128

iv: \$1540

i: The Brassey Hotel, Canberra (Leadership Development Program)

ii: 14 participants per session 2 sessions

iii: 202

iv: \$2183

i: The Brassey Hotel, Canberra (Building Productive Partnerships)

ii: 63 participants per session 3 sessions

iii: 697

iv: \$ 4525

¹ Includes information for the Director of National Parks

Great Barrier Reef Marine Park Authority

1. Nil

2. Nil

3. Nil

4. Nil

5. Nil

National Water Commission

1. Nil

2. Leadership training is available to all Senior Executive and Executive Level 2 staff in the Commission

3. Nil

4. Nil

5. Nil

Murray Darling Basin Authority

1. \$ 89,864

2. Coaching and leadership training is available to all SES and executive Level 1 and 2 staff. On a case by case basis coaching is offered to APS employees.

3. 15 employees have utilised the coaching services (1 x SES1, 2 x EL2, 9 x EL1, 2 x APS 6; 1 x APS5).

38 employees have accessed leadership training (3 x EL1, 27 x EL2, 6 x SES1, 2 x SES2).

No study leave was required by employees utilising the above services.

4.

a. Integro Strategies P/L provided a series of workshops and associated coaching for EL2 and SES employees covering a range of leadership topics

b. Both

c. 31 (1 x SES2, 6 x SES1, 24 x EL2)

d. 47 hours of coaching; 21 hours of workshop

e. \$33, 844.91

f. Package

a. The APSC provided a 3 day learning program covering a range of leadership topics.

b. Group

- c. 3 (1 x SES Band 1, 2 x EL1)
- d. 67 hours
- e. \$12,280.77
- f. Package

- a. Jeff Whalan Learning Group provided Executive learning groups for senior officers from Band 2 SES to EL2 to discuss the issues they face as leaders of similar organisations
- b. Group based
- c. 2 (1 x SES2, 1 x EL2)
- d. 128 hours
- e. \$19,500
- f. Package

- a. Centre for Public Management provided a 4 day workshop with a range of topics of leadership topics and coaching
- b. Both
- c. 1 EL1
- d. 32 hours
- e. \$4,081
- f. Package

- a. Yellow Edge Performance Architects - coaching
- b. One on one
- c. 8 (1 x SES1, 6 x EL1, 1 x APS5)
- d. 49 hours
- e. \$12,750
- f. Package

- a. Margie Darcy Coaching Services – coaching
- b. One on one
- c. 6 (2 x EL2, 3 x EL1, 1 x APS6)
- d. 45 hours
- e. \$7,300
- f. Package

- a. David Hume Consulting – coaching
- b. One on one
- c. 1 x APS6
- d. 1.5 hours
- e. \$300
- f. Package

5.

- i. Australian Public Service Commission (3 day learning program)
- ii. 3
- iii. 67
- iv. Part of fee

- i. Wollongong Novotel North Beach (Jeff Whalan Learning group)
- ii. 2
- iii. 128
- iv. \$694

- i. Centre for Public Management training centre, Belconnen, ACT
- ii. 1
- iii. 32 hours
- iv. Part of fee

Bureau of Meteorology

1. \$78,291.71

2. 98 (SES 1x3, EL2x40, EL1x39, APS6x16)

3. 98 (SES 1x3, EL2x40, EL1x39, APS6x16)

4.

a. Development Dimensions International - Sets of learning materials for Leader as Coach Program

b. 1 set per participant

c. 60 (SES1 x1, EL2x26, EL1x22, APS6x11)

d. 1200

e. \$49,001.71

f. The fees are charged per set of learning materials (including discount for delivery of course by Bureau staff)

a. Franklin Covey - Sets of learning materials for Covey Leadership Program

b. 1 set per participant

c. 16 (EL2 x 5 , EL1 x11)

d. 360

e. \$12,800

f. The fees are charged per set of learning materials

a. Genos International - Sets of learning materials for Enhancing Leadership with Emotional Intelligence program

b. 1 set per participant

c. 20 (EL2 x9, EL1 x6, APS6 x5)

d. 150

e. \$7,500

f. The fees are charged per set of learning materials

a. Australian Institute of Company Directors - Company Directors Course

b. Group-based

c. 1 (SES1x1)

d. 37.5

e. \$6,490

f. The fees are charged per complete package

a. Australian Public Service Commission - APSC SES Orientation Program

b. Group-based

c. 1 (SES 1x1)

d. 22.5

e. \$2,500

f. The fees are charged per complete package

5. Nil

**Senate Standing Committee on Environment and Communications
Legislation Committee**
Answers to questions on notice
Sustainability, Environment, Water, Population and Communities portfolio
Additional Budget Estimates, February 2012

Program: Division or Agency: Corporate: CSD **Question No:** 248
Topic: Portfolio wide – paid parental leave
Proof Hansard Page and Date or Written Question: Written

Senator Fisher asked:

1. Please list how many staff in each portfolio department and agency are eligible to receive payments under the Government's Paid Parental Leave scheme?
2. For this financial year to date list which department/agency is providing its employees with payments under the Government's Paid Parental Leave scheme? Please list how many staff are in receipt of these payments.

Answer:

1. The estimated number of staff in each portfolio department and agency eligible to receive Paid Parental Leave payments:

Department of Sustainability, Environment, Water, Population and Communities	31
Bureau of Meteorology (BOM)	5
Great Barrier Reef Marine Park Authority (GRMPA)	6
Murray Darling Basin Authority (MDBA)	3
National Water Commission (NWC)	2
Sydney Harbour Federation Trust	1

Note: Departments and Portfolio agencies do not have the responsibility for determining eligibility for the Government's Paid Parental Leave Scheme. The figures provided here are derived from information received from Centrelink with regard to those employees who have contacted Centrelink.

2. Financial year to date (up to and including 24 February) the number of staff in receipt of Paid Parental Leave is as follows:

Department of Sustainability, Environment, Water, Population and Communities	31
Bureau of Meteorology (BOM)	5
Great Barrier Reef Marine Park Authority (GRMPA)	1
Murray Darling Basin Authority (MDBA)	0
National Water Commission (NWC)	0
Sydney Harbour Federation Trust	1

**Senate Standing Committee on Environment and Communications
Legislation Committee**
Answers to questions on notice
Sustainability, Environment, Water, Population and Communities portfolio
Additional Budget Estimates, February 2012

Program: Division or Agency: Corporate: CSD **Question No:** 249

Topic: Portfolio wide – training for Portfolio Minister and Parliamentary Secretaries

Proof Hansard Page and Date or Written Question: Written

Senator Fisher asked:

1. For this financial year to date, how much has been spent on training for Ministers and Parliamentary Secretaries in your portfolio? Itemise each training, cost and for which Minister and/or Parliamentary Secretary the training was for.
2. For this financial year to date, how much has been spent on training for staff of Ministers and Parliamentary Secretaries in your portfolio? Itemise each training, cost and for which Minister and/or Parliamentary Secretary the training was for.
3. For this financial year to date, how much has been spent on training for designed to better suit the needs of Ministers and Parliamentary Secretaries in your portfolio? Itemise each training, cost and for which Minister and/or Parliamentary Secretary the training was for, and how many employees attended and their classification.

Answer:

Department of Sustainability, Environment, Water, Population and Communities¹

1. Nil
2. Nil
3. Nil

¹ Includes information for the Director of National Parks

Great Barrier Reef Marine Park Authority

1. Nil
2. Nil
3. Nil

Bureau of Meteorology

1. Nil
2. Nil
3. Nil

National Water Commission

1. Nil
2. Nil
3. Nil

Murray Darling Basin Authority

1. Nil
2. Nil
3. Nil