

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

**Program: Division or Agency:** Corporate: CSD **Question 161**  
**No:**

**Topic:** Savings achieved through video conferencing

**Proof Hansard Page and Date** 44

**or Written Question:** (22/5/12)

**Senator Cameron asked:**

CHAIR: I am interested in the department's use of video conferencing. Can you tell me the savings you have achieved from video conferencing between areas of the department and with the minister in his office. I would like information on flight and travel costs saved and time savings from avoided travel.

Ms Carlos: I will have to take the detail of that question on notice and come back to you, but we do broadly use a fair amount of video conferencing. We have connections through to AAD in Tasmania, the Great Barrier Reef Marine Park Authority in Townsville and our supervising scientist in Darwin. We use these facilities on a weekly basis in terms of running our management meetings. We also use them when we have larger conferences. There is quite a broad use of video conferencing. We also video conference with the minister when he is

CHAIR: When you implemented this process did you use it as a savings measure?

Ms Carlos: No. I was not with the department when they implemented it, but we can certainly do some estimates of what travel has been avoided by the various line areas.

**Answer:**

The Department of Sustainability, Environment, Water, Population and Communities (the department) primary business driver for the implementation of video conferencing was raising organisational effectiveness by improving business collaboration between central, regional and remote offices.

Below is a breakdown of the number of video conferences initiated by the Minister and those initiated by departmental sites between 1 July 2011 and 30 April 2012<sup>1</sup>:

<b>Number of video conferences initiated</b>	
Minister Canberra	64
Minister Sydney	5
Departmental sites	758

<sup>1</sup> Data extrapolated from telecommunications call records

The connection costs for video conferences are calculated at approximately \$200 per hour which includes the monthly line costs, call charges, infrastructure, maintenance and resourcing.

As the department does not record the specific details of individual video conferences it is not possible to directly quantify travel savings, however an indication of potential savings can be gained by comparison with averaged costs for staff travel, meals and transfers.

If each of the 758 departmental-initiated video conferences obviated the need for travel of at least one staff member a saving of over \$567,000<sup>2</sup> would be achieved. This is in addition to the productivity saving realised by staff not spending many hours travelling.

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<sup>2</sup> Based on 758 one-hour department initiated video-conferences at a cost of \$151,600 compared to 758 trips to Sydney at a cost of \$719,084.

**Senate Standing Committee on Environment and Communications  
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**Sustainability, Environment, Water, Population and Communities portfolio**  
Budget Estimates, May 2012

**Program: Division or Agency:** Corporate: CSD **Question No:** 162

**Topic:** Caring for our Country Grants

**Proof Hansard Page and Date** 9-10

**or Written Question:** (22/5/12)

**Senator Cameron/**

**Birmingham asked:**

(Page 9)

CHAIR: Were there any provisions under the previous Howard government in relation to grants in minister's electorates?

Mr Thompson: Not that I recall, Senator, but that is a personal recollection. I could not speak definitively on that.

...

(Page 10)

CHAIR: So they are new guidelines. So I just assume then that there were none. Can you take it on notice and advise me of any guidelines, any processes, that were in place to provide checks and balances on these issues under the previous government?

Dr Grimes: Yes.

Senator BIRMINGHAM: Noting that you do not quite recall the specific breaches here, but, yes, they were a couple of Caring for our Country grants and a grant under the Landcare Facilitators initiative—all of them to the Sydney Metro CMA, it appears. Could you just have a check through and see whether there has been any update to the procedures since the ANAO report was released. And if there were any variations, can you advise us of any changes to those procedures that may have occurred from the departmental perspective to ensure that ministers don't inadvertently breach the guidelines again, please?

Dr Grimes: We can see what further information we can provide you with.

**Answer:**

Prior to late 2007, there was no official guidance provided to agencies relating specifically to the administration of grant programs.

To further support the 2009 Commonwealth Grant Guidelines, the Department of Sustainability, Environment, Water, Population and Communities (the department) implemented a robust Grants Administration Framework in early 2011. This highlighted the responsibilities of Ministers and departmental officials in relation to the administration and approval of grant funding programs. Quality assurance processes are also well documented to assist the department with its compliance obligations.

Since the ANAO Report - Administration of Grant Reporting Obligations (covering the period 1 January 2009 to 30 June 2010) was tabled on 24 January 2012; departmental staff have been advised to report on any grant which may cross into the Minister's electorate, regardless of the level of percentage of the grant which may be involved. This is to overcome any ambiguity as to whether reporting obligations include the location of the physical project funded by the grant, or the location of the applicant undertaking the grant, or both.

There has also been an increased level of training, awareness raising and centralisation of the grants management function for relevant staff, particularly as the new Commonwealth Grant Guidelines come into effect on 1 July 2012.

**Senate Standing Committee on Environment and Communications  
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**Sustainability, Environment, Water, Population and Communities portfolio**  
Budget Estimates, May 2012

**Program: Division or Agency:** Corporate: CSD

**Question No:** 163

**Topic:** DSEWPaC - Conferences

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Birmingham asked:**

1. What is the total expenditure on conferences both:
  - a. in-house, that is, held within the department; and
  - b. external, held by the department on a month-by-month basis since July 2010?
2. For conferences fully funded by the Department and costing in excess of \$30,000:
  - a. where was the venue;
  - b. what was the reason for each conference;
  - c. how many participants registered;
  - d. were consultancy fees paid for the organisation of each conference;
  - e. to whom were the consultancy fees paid; and
  - f. what was the cost of each consultancy.
3. For conferences part-sponsored or part-funded by the Department and costing the Commonwealth in excess of \$30,000:
  - a. what was the cost to the Department;
  - b. what was the proportion of Commonwealth funding as against the total cost of the conference;
  - c. what was the rationale for the sponsorship or part-funding;
  - d. what was the venue;
  - e. how many participants registered;
  - f. did the Commonwealth contribute to any consultant organising the conference; if so, who was the consultant; and
  - g. how much was the Commonwealth's contribution?

**Answer:**

1. The Department of Sustainability, Environment, Water, Population and Communities (the department) records combined cost information for conferences and workshops in a single general ledger account. Accordingly it is not possible to provide the level of information the Senator is seeking for conferences.

The total expenditure recorded by the department, by month, from July 2010 to April 2012 on conferences hosted by the department either solely or in partnership with another organisation or organisations is as follows.

<b>Conference Expenditure</b>	<b>2010-11</b>	<b>2011-12</b>
July	18,386.66	1,429.09
August	25,469.77	19,811.82
September	8,016.60	23,032.06
October	3,862.73	10,226.53
November	36,977.72	6,535.90
December	14,788.21	7,600.87
January	4,127.27	6,144.54
February	7,241.37	15,388.91
March	12,557.16	29,329.55
April	16,600.79	2,589.43
May	11,165.19	
June	52,727.12	
	<b>211,920.59</b>	<b>122,088.70</b>

2. Nil. There were no conferences or workshops fully funded by the department costing in excess of \$30,000.
3. Nil. There were no conferences or workshops partially funded by the department costing in excess of \$30,000.

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

**Program: Division or Agency:** Corporate: CSD

**Question No:** 164

**Topic:** DSEWPaC - Staffing

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Birmingham asked:**

1. What are the staffing numbers for each division within the Department currently and predicted for the next 12 months?
2. Have all positions advertised in the Department been filled in the past twelve months?
3. Are any staff reductions including positions not filled?
4. How many agencies/authorities now report to the Department?
5. What are the staffing numbers currently and projected for 12 months time for each of those agencies/authorities?
6. How many staff are transferring (have transferred and/or will transfer) from the Department to these agencies/authorities?
7. What is the size of the communications department in the Department? What budget does it have?

**Answer:**

1. It should be noted that full time equivalent staffing levels reflect the level of resources employed by the agency at a point in time. The staffing levels may vary during the course of the year based on availability of funding, level of fixed and variable expenditure and the business priorities. The budgeted Average Staffing Level (ASL) reflects the estimated future staffing levels as reflected in the Portfolio Budget Statements.

<b>Division Name</b>	<b>Current staffing (full time equivalent)*</b>	<b>Budgeted ASL 2012-13<sup>#</sup></b>
Australian Antarctic Division	366	380
Corporate Strategies Division	318	290
Environment Assessment and Compliance Division	186	214
Environment Quality Division	162	115
Heritage and Wildlife Division	213	166
Land and Coasts Division	244	258
Marine Division and Taskforce	129	133

Office of Water Science	26	46
Parks Australia Division	311	289
Policy and Communications Division	163	128
Sustainability Policy and Analysis Division	96	82
Supervising Scientist Division	51	49
Water Efficiency Division	133	298
Water Reform Division	106	
Commonwealth Environmental Water Office	49	50
<b>Total</b>	<b>2,553</b>	<b>2,498</b>
<b>Non Divisions</b>		
	<b>Current staffing (full time equivalent)*</b>	<b>Budgeted ASL 2012-13<sup>#</sup></b>
Executive	14	12
<b>Total Department <sup>1</sup></b>	<b>2 567</b>	<b>2 510</b>

\* Full time equivalent employees as at 31 May 2012.

<sup>#</sup> Budgeted ASL is the average number of full-time equivalent employees over the 2012-13 financial year.

2. No.
3. Yes. Planned staff reductions during the next 12 months will be achieved through a combination of natural attrition and redeployment of resources within the department. Not all positions that become vacant during this time will be filled.
4. The following agencies lie within the Sustainability, Environment, Water, Population and Communities portfolio:
  - Bureau of Meteorology.
  - Director of National Parks.
  - Great Barrier Reef Marine Park Authority.
  - Murray-Darling Basin Authority.
  - National Water Commission.
  - Sydney Harbour Federation Trust.

These agencies have their own statutory responsibilities to the Minister and do not report to the department.

5.



<b>Agency <sup>1</sup></b>	<b>Current staffing (full time equivalent)</b>	<b>Budgeted ASL 2012-13</b>
Bureau of Meteorology	1,527	1,422
Great Barrier Reef Marine Park Authority	227	208
Murray-Darling Basin Authority	313	305
National Water Commission	50	44

6.

<b>Agency <sup>1</sup></b>	<b>Staff transferring from the department FY 2011-12</b>	<b>Staff transferring from the department FY 2012-13</b>
Bureau of Meteorology	2	2
Great Barrier Reef Marine Park Authority	Nil	Nil to date
Murray-Darling Basin Authority	9	Nil to date
National Water Commission	Nil	Nil to date

<sup>1</sup> The Director of National Parks is assisted by staff of the Department of Sustainability, Environment, Water, Populations and Communities. The department's response to this question includes information for the Director of National Parks. Sydney Harbour Federation Trust staff are not employed under the Public Service Act and are not included in this response.

7. As at 1 June 2012 the number of employees in the Communications and Ministerial Services Branch was 42.7 (full time equivalent) with a corresponding budget allocation of \$4,892,801.

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Answers to questions on notice  
**Sustainability, Environment, Water, Population and Communities portfolio**  
Budget Estimates, May 2012

**Program: Division or Agency:** Corporate: CSD **Question 165**  
**No:**

**Topic:** DSEWPaC – Overseas travel

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Birmingham asked:**

1. How many Department staff travelled overseas?
2. Please detail the total number of trips for each departmental position and their total travel expenses.
3. How many staff travelled first class?
4. How many staff travelled business class?
5. How many future overseas trips is the Department currently planning?

**Answer:**

For the period 1 July 2011 to 31 January 2012, please refer to the response provided for Additional Estimates, February 2012 (Question Number 233). Note also, that 1 (a) of this response stated that 172 travelled overseas when the answer should have been 128 staff; and 1(d) stated 146 travelled business class, when the answer should have been 102.

For the period 1 February 2011 to 30 April 2012:

1. 75 staff travelled overseas.
2. **Attachment A** provides details for overseas travel by division and classification level, noting that total expenses includes only those expenses paid by the Department of Sustainability, Environment, Water, Population and Communities (the department). In some cases travel was partially or fully sponsored by third parties.
3. Only one person travelled first class during this period.
4. All departmental staff may travel business class for overseas travel, however depending on business needs and available aircraft this is often not the case. The department does not record travel data in a way that readily allows identification of numbers of staff travelling business class but we can advise that no more than 60 staff travelled business class.
5. From 1 May 2012, 95 overseas trips are estimated to occur.

**ATTACHMENT A**

<b>Overseas Travel detailed by Position 1 February 2012 – 30 April 2012</b>			
<b>Division</b>	<b>Position</b>	<b>Number of Trips</b>	<b>Total Expenses (paid by DSEWPaC)</b>
Australian Antarctic	Australian Public Service Level 5	1	\$3,006
	Australian Public Service Level 6	1	\$2,251
	Australian Public Service Level 6	1	\$15,655
	Australian Public Service Level 6	1	\$4,739
	Executive Level 1	1	\$3,673
	Executive Level 1	2	\$22,882
	Executive Level 1	1	\$7,560
	Executive Level 1	1	\$0
	Executive Level 2	2	\$31,896
	Executive Level 2	1	\$2,210
	Executive Level 2	1	\$3,522
	Executive Level 2	1	\$9,228
	Executive Level 2	1	\$13,010
	Executive Level 2	1	\$3,673
	Executive Level 2	1	\$5,630
	Executive Level 2	1	\$4,040
	Executive Level 2	1	\$0
	Executive Level 2	1	\$10,163
	Executive Level 2	1	\$333
	Executive Level 2	1	\$523
	Executive Level 2	1	\$3,260
Executive Level 2	1	\$2,021	
Senior Executive Service Band 2	1	\$15,690	
Commonwealth Environmental Water Office	Executive Level 2	1	\$9,542
Environment Quality	Executive Level 1	2	\$16,943
	Executive Level 2	1	\$12,674
	Senior Executive Service Band 1	1	\$12,989
	Senior Executive Service Band 1	1	\$8,939
Environmental Assessment & Compliance	Executive Level 1	1	\$5,247
	Executive Level 2	1	\$5,280
	Executive Level 2	2	\$23,473
Executive	Secretary	1	\$18,000
	Senior Executive Service Band 3	1	\$11,203
	Senior Executive Service Band 3	1	\$7,425
Heritage and Wildlife	Australian Public Service Level 1/2	1	\$7,843
	Australian Public Service Level 6	1	\$5,699
	Australian Public Service Level 6	1	\$1,862
	Australian Public Service Level 6	1	\$5,644
	Executive Level 1	1	\$4,862
	Executive Level 2	1	\$2,405
	Executive Level 2	1	\$14,874
	Senior Executive Service Band 1	1	\$11,658
Land and Coasts	Executive Level 1	1	\$10,079
	Senior Executive Service Band 2	1	\$10,242

**Overseas Travel detailed by Position 1 February 2012 – 30 April 2012**

<b>Division</b>	<b>Position</b>	<b>Number of Trips</b>	<b>Total Expenses (paid by DSEWPaC)</b>
Marine	Australian Public Service Level 6	1	\$3,491
	Australian Public Service Level 6	1	\$5,368
	Executive Level 1	2	\$11,501
	Executive Level 1	1	\$3,479
	Executive Level 2	2	\$16,701
	Senior Executive Service Band 1	1	\$19,230
	Senior Executive Service Band 2	1	\$7,694
Marine Taskforce	Australian Public Service Level 5	1	\$8,835
	Australian Public Service Level 6	1	\$13,405
	Australian Public Service Level 6	1	\$3,928
	Australian Public Service Level 6	2	\$35,205
	Executive Level 2	1	\$11,586
	Senior Executive Service Band 1	2	\$25,952
	Senior Executive Service Band 2	4	\$46,588
Parks Australia	Executive Level 2	1	\$5,457
Policy & Communication	Australian Public Service Level 5	1	\$1,504
	Australian Public Service Level 6	2	\$17,967
	Executive Level 1	2	\$18,467
	Executive Level 1	2	\$11,185
	Executive Level 2	1	\$9,587
	Executive Level 2	2	\$13,675
	Senior Executive Service Band 1	1	\$5,827
	Senior Executive Service Band 2	1	\$8,522
Supervising Scientist	Australian Public Service Level 6	1	\$5,806
Sustainability Policy and Analysis	Executive Level 2	1	\$11,818
Water Reform	Australian Public Service Level 5	1	\$8,841
	Australian Public Service Level 6	1	\$6,925
	Executive Level 2	1	\$10,350
	Executive Level 1	1	\$7,717
	Executive Level 1	1	\$10,936
	Senior Executive Service Band 1	1	\$10,356
	Senior Executive Service Band 2	2	\$13,793
Accommodation expenses recorded against credit cards (and not against trips)			\$36,765
<b>Total Expenses</b>			<b>\$800,305</b>

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

**Program: Division or Agency:** Corporate: CSD **Question No:** 166

**Topic:** DSEWPaC – Costs of overseas travel

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Birmingham asked:**

1. What was the total cost of overseas travel for the Department? Please include a list of all international travel itemised by trip, detailing the number of Departmental staff involved and the cost of each trip including the total amounts spent on accommodation and meals, cities or other destinations visited, the purpose of the travel and any specific outcomes achieved.
2. What was the total amount spent by the Department on overseas accommodation and meals?

**Answer:**

For the period 1 July 2011 to 31 January 2012, please refer to the response provided for Additional Estimates, February 2012 (Question Number 233).

For the period 1 February 2012 to 30 April 2012:

1. The total cost of overseas travel for the Department of Sustainability, Environment, Water, Population and Communities (the department) was \$844,797. This amount is subject to minor change due to industry delays in processing variations to air travel.

Please refer to **Attachment A** for all international travel itemised by trip, noting that:

- a. In some cases overseas travel is undertaken with or solely by non-departmental staff.
- b. Meal Costs and Total Costs include only those expenses paid by the department. In some cases travel was partially or fully sponsored by third parties.
- c. As it is departmental policy to pay for international accommodation by departmental credit card where possible, most of these expenses are not recorded against trips in the financial management information system. While these expenses are included in the total costs specified in both Questions one and two, they cannot be broken down by trip without substantial diversion of departmental resources.
- d. Purpose and specific outcomes have not been compiled due to the extended resources required to prepare this information. However, it should be noted that all overseas travel is subject to strict guidelines and is initially scrutinised and approved by a Deputy Secretary. It is then subject to a further review and approval process by the Department's Executive Board.

2. The total amount spent by the department on overseas accommodation and meals for the same period was \$147,345.

**ATTACHMENT A**

- # These trips include accommodation and meal expenses.
- The costs presented are based on a trip register. Accommodation costs not recorded against trips are totalled at the bottom of the table.

<b>International Travel Itemised by Trip (1 February - 30 April 2012)</b>				
<b>Trip Ref. Number</b>	<b>Number of Staff</b>	<b>Destinations</b>	<b>Meal Costs &amp; # Accommodation &amp; Meal Costs (Paid by DSEWPaC)</b>	<b>Total Costs (Paid by DSEWPaC)</b>
1	2	#Paris, France	\$3,590	\$17,339
2	1	#UK - London	\$1,890	\$10,163
3	1	#New Zealand - Wellington	\$1,879	\$3,260
4	1	San Francisco	\$383	\$7,027
5	3	Thailand	\$859	\$13,677
6	2	#Port Moresby	\$2,212	\$9,616
7	1	#USA - Denver, Chile - Santiago, New Zealand - Wellington	\$3,921	\$18,157
8	1	#USA - San Francisco	\$1,041	\$5,630
9	4	Nairobi, Kenya	\$1,255	\$31,336
10	1	Port Moresby	\$544	\$8,112
11	2	#New Zealand - Wellington	\$1,345	\$5,257
12	1	#Japan - Tokyo	\$1,527	\$3,522
13	4	Beijing, China	\$193	\$27,347
14	1	Singapore	\$298	\$4,589
15	0	Hong Kong	\$0	\$4,642
16	1	France - Paris	\$333	\$333
17	1	London, UK	\$582	\$11,681
18	2	Fiji	\$560	\$3,905
19	2	Siem Reap	\$874	\$10,637
20	1	Jakarta	\$146	\$4,002
21	1	Fiji	\$384	\$3,394
22	3	#Marseille, France	\$1,469	\$20,511
23	0	Samoa, Fiji & Vanuatu	\$925	\$13,897
24	1	Can Tho, Vietnam	\$171	\$4,669
25	2	Geneva, Dublin	\$4,625	\$27,088
26	1	New Zealand, Fiji, Samoa	\$801	\$4,408
27	3	#New York	\$7,326	\$36,381
28	2	Palembang, Indonesia	\$988	\$14,508
29	1	Indonesia	\$0	\$4,726
30	0	#Dublin	\$2,694	\$6,262
31	1	Honiara	\$851	\$4,279
32	1	New York, USA	\$842	\$7,883
33	1	Chile - Santiago	\$0	\$0
34	2	France, Switzerland - Geneva	\$1,632	\$27,067
35	3	#Koror, Palau	\$2,120	\$24,115
36	1	London, UK	\$741	\$15,567

International Travel Itemised by Trip (1 February - 30 April 2012)				
Trip Ref. Number	Number of Staff	Destinations	Meal Costs & # Accommodation & Meal Costs (Paid by DSEWPaC)	Total Costs (Paid by DSEWPaC)
37	1	Japan - Tokyo	\$523	\$523
38	3	London, Paris	\$550	\$30,449
39	1	#Japan - Tokyo	\$2,092	\$8,035
40	0	Sydney (from Port Moresby)	\$0	\$1,068
41	1	Chile - Santiago	\$0	\$0
42	0	Solomon Islands	\$0	\$7,570
43	1	#Mauritius - Port Louis	\$1,357	\$4,739
44	1	Los Angeles	\$408	\$7,433
45	1	#France - Paris, Russia - Moscow & St Petersburg, China - Beijing & Shanghai, Malaysia - Kuala Lumpur	\$1,537	\$15,690
46	1	#New Delhi, India	\$987	\$7,560
47	0	Port Moresby, Papua New Guinea		\$1,853
48	1	Rio, Brazil	\$606	\$18,220
49	1	Paris, France	\$914	\$9,729
50	1	#Malaysia - Kuala Lumpur	\$2,252	\$4,040
51	1	Delhi	\$174	\$6,681
52	3	Panama	\$1,410	\$28,168
53	1	Montreal, Canada	\$510	\$11,217
54	1	#UK - London	\$2,599	\$9,228
55	1	#China - Shanghai	\$818	\$7,560
56	2	Makassar & Jakarta	\$467	\$5,305
57	2	#Austria - Vienna	\$7,345	\$7,345
58	1	#Norway - Stavanger, UK - Edinburgh, France - Paris	\$3,238	\$15,655
59	0	Port Moresby	\$0	\$1,898
60	1	#New Zealand - Wellington	\$705	\$2,210
61	1	#Jakarta, Indonesia	\$393	\$4,810
62	2	#Canada - Montreal	\$4,222	\$15,759
63	1	#Peru - Lima	\$1,946	\$14,846
64	1	West Virginia, USA	\$370	\$8,575
65	1	#Chile - Santiago, Uruguay - Montevideo	\$9,723	\$13,010
66	5	#New York	\$12,171	\$61,887
67	1	Hangzhou	\$127	\$248
68	2	New York, USA	\$2,823	\$18,313
69	2	#Canada	\$2,360	\$31,734
70	1	Port Moresby	\$998	\$3,074
71	1	Vanuatu	\$267	\$2,295
72	1	Paris	\$496	\$9,127
Accommodation costs not recorded against trips			\$33,954	\$33,954
<b>Total Costs</b>			<b>\$147,345</b>	<b>\$844,797</b>



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

**Program: Division or Agency:** Corporate: CSD **Question No:** 167

**Topic:** DSEWPaC – Interstate travel

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Birmingham asked:**

1. How many staff travelled interstate?
2. What was the total accommodation and meals bill for staff travelling interstate over the past year?

**Answer:**

1. For the period 1 July 2011 to 30 April 2012, 1,826 staff travelled interstate\*.
2. For the period 1 July 2011 to 30 April 2012, the total accommodation and meals bill for staff travelling interstate\* was \$2,629,398.

*\* Note: Some travel may be intra-state (for example, within NSW) rather than interstate.*

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Answers to questions on notice  
**Sustainability, Environment, Water, Population and Communities portfolio**  
Budget Estimates, May 2012

**Program: Division or Agency:** Corporate: CSD

**Question** 168

**No:**

**Topic:** Portfolio Wide - Staffing

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Fisher asked:**

1. How many ongoing staff recruited this financial year to date? What classification are these staff?
2. How many non ongoing positions exist or have been created this financial year to date? What classification are these staff?
3. This financial year to date, how many employees have been employed on contract and what is the average length of their employment period?
4. Please list the SES positions have you in your department/agency in the years this financial year to date. Identify the different levels and how many are permanent positions.

**Answer:**

1.

***The number of ongoing staff recruited this financial year to date:***

Department of Sustainability, Environment, Water, Population and Communities (the department) <sup>1</sup>	291
Bureau of Meteorology (BOM)	92
Great Barrier Reef Marine Park Authority (GBRMPA)	20
Murray Darling Basin Authority (MDBA)	43
National Water Commission (NWC)	1

***The classification of these staff:***

Classification Level	Department <sup>1</sup>	BOM	GBRMPA	MDBA	NWC
<b>Cadet/Trainee</b>	10	14	-	-	-
<b>Graduate</b>	37	9	-	7	-
<b>APS 1/2</b>	5	2	3	1	-

<b>APS 3</b>	9	5	3	-	-
<b>APS 4</b>	27	-	3	3	-
<b>APS 5</b>	34	2	6	4	-
<b>APS 6</b>	80	25	2	9	-
<b>Executive Level 1</b>	61	20	3	10	1
<b>Executive Level 2</b>	20	14	-	9	-
<b>SES Band 1</b>	5	-	-	-	-
<b>SES Band 2</b>	3	1	-	-	-
<b>SES Band 3</b>	-	-	-	-	-
<b>Total</b>	<b>291</b>	<b>92</b>	<b>20</b>	<b>43</b>	<b>1</b>

2.

*The number of non-ongoing staff as at 31 May 2012:*

The department <sup>1</sup>	529
BOM	103
GBRMPA	40
MDBA	46
NWC	12

*The classification of these staff:*

<b>Classification Level</b>	<b>Department<sup>1</sup></b>	<b>BOM</b>	<b>GBRMPA</b>	<b>MDBA</b>	<b>NWC</b>
<b>Cadet</b>	-	-	-	1	-
<b>Graduate</b>	-	-	-	-	-
<b>APS 1/2</b>	132	10	-	1	-
<b>APS 3</b>	91	13	2	2	-
<b>APS 4</b>	92	5	8	7	1
<b>APS 5</b>	87	9	2	8	1
<b>APS 6</b>	68	30	21	14	7
<b>Executive Level 1</b>	36	23	4	9	3

<b>Executive Level 2</b>	21	12	3	3	-
<b>SES Band 1</b>	1	1	-	-	-
<b>SES Band 2</b>	1	-	-	1	-
<b>SES Band 3</b>	-	-	-	-	-
<b>Total</b>	<b>529*</b>	<b>103</b>	<b>40</b>	<b>46</b>	<b>12</b>

\* Includes 178 casual (irregular or intermittent) employees

3.

***Employees employed on contract this financial year to date and the average length of their employment period:***

	<b>Number of employees employed on contract this financial year to date</b>	<b>Average length of their employment period (weeks)</b>
<b>The department <sup>1 2</sup></b>	362	42
<b>BOM</b>	59	24
<b>GBRMPA</b>	57	29
<b>MDBA</b>	48	30
<b>NWC</b>	28	66

4.

**SES positions in the department and portfolio agencies:**

<b>Classification Level</b>	<b>Department<sup>1</sup></b>	<b>BOM</b>	<b>GBRMPA</b>	<b>MDBA</b>	<b>NWC</b>
<b>SES Band 1</b>	53	16	4	8	3
<b>SES Band 2</b>	15	4	-	5	1
<b>SES Band 3</b>	3	- #	-	-	-
<b>Total</b>	<b>71</b>	<b>20</b>	<b>4</b>	<b>13</b>	<b>4</b>

# The Director of Meteorology is an agency head and is not a Band 3 position

**Permanent positions**

<b>Classification Level</b>	<b>Department<sup>1</sup></b>	<b>BOM</b>	<b>GBRMPA</b>	<b>MDBA</b>	<b>NWC<sup>3</sup></b>
<b>SES Band 1</b>	53	15	4	8	2
<b>SES Band 2</b>	15	4	-	5	-
<b>SES Band 3</b>	3	-	-	-	-
<b>Total</b>	<b>71</b>	<b>19</b>	<b>4</b>	<b>13</b>	<b>2</b>

<sup>1</sup> Includes information for the Director of National Parks

<sup>2</sup> Excludes non-ongoing contracts for the Australian Antarctic Division

<sup>3</sup> Following funding arrangements announced in the 2012-13 Budget, the number of SES positions in the National Water Commission will be reduced by one SES Band 1 and one SES Band 2.

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

**Program: Division or Agency:** Corporate: CSD **Question No:** 169

**Topic:** Portfolio Wide – Graduate staffing

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Fisher asked:**

1. Will there be any training after the 2012 Calendar year for 2012 Graduates? If yes, please details costs and what the training is.
2. What was the cost for recruiting 2012 Graduates? Please itemise and detail costs.

**Answer:**

***Department of Sustainability, Environment, Water, Population and Communities<sup>1</sup>***

1. There will be no specific additional training provided to the 2012 Graduates through the Department of Sustainability, Environment, Water, Population and Communities' (the department) Graduate Program once they complete the Program. As with all other employees of the department, the 2012 Graduates will be eligible to attend relevant training as part of their new roles in the department after 2012 although the cost and details of such training cannot be predicted at this time.

2.

<b>Item</b>	<b>Cost</b>
Advertising/print and online media	\$15,723
Design and production of banners and brochures	\$3,491
Careers fairs booths (10 careers fairs)	\$12,480
Career fair travel for staff	\$8,988
Interview room hire and catering	\$6,913
Interview travel for panel members and graduate team support	\$13,750
Interview travel for applicants	\$12,713
Scheduling services	\$3,922
Scribing services	\$17,006
Police checks	\$2,193
On boarding (removals, relocation, temporary accommodation etc)	\$147,791
<b>Total</b>	<b>\$244,970</b>

<sup>1</sup> Includes information for the Director of National Parks

### ***Bureau of Meteorology***

1. Yes, there will be further training once the graduates assume their posts. Graduating meteorologists are posted to Regional Forecasting Centres in capital cities and undertake approximately three months of on the job training (or “dualling”) to learn local meteorological effects and procedures. There is no explicit training cost during the on the job training phase.

Graduates also commence specialist “in-service” and leadership and management training as part of their continuous professional development as they progress through their careers.

- 2.

<b>Item</b>	<b>Cost</b>
An industry night to attract recruits	\$475
Advertising	\$19,855
Recruitment panel travel	\$12,000
Medicals for recruits	\$2,000
Assessment of qualifications	\$1,800
Interviewing panel salaries	\$27,000
Administration support	\$1,570
<b>Total</b>	<b>\$64,700</b>

### ***Great Barrier Reef Marine Park Authority***

1. No.
2. Nil.

### ***Murray Darling Basin Authority***

1. No.
- 2.

<b>Item</b>	<b>Cost</b>
Advertising	\$788
Recruitment expenses (short listing, phone screening, applicant testing, travel costs to participate in interviews, assessment centre, selection report, scribing)	\$49,307
Relocation expenses for Graduates	\$17,986
<b>Total</b>	<b>\$68,081</b>

***National Water Commission***

1. The National Water Commission has not employed Graduates.
2. Nil.



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

**Program: Division or Agency:** Corporate: CSD **Question No:** 170

**Topic:** Portfolio Wide – Hospitality and entertainment

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Fisher asked:**

1. What is the Department/Agency's hospitality spend for this financial year to date? Detail date, location, purpose and cost of all events.
2. For each Minister and Parliamentary Secretary office, please detail total hospitality spend for this financial year to date. Detail date, location, purpose and cost of each event.
3. What is the Department/Agency's entertainment spend for this financial year to date? Detail date, location, purpose and cost of all events.
4. For each Minister and Parliamentary Secretary office, please detail total entertainment spend for this financial year to date. Detail date, location, purpose and cost of each event.
5. What hospitality spend is the Department/Agency's planning on spending? Detail date, location, purpose and cost of all events.
6. For each Minister and Parliamentary Secretary office, what hospitality spend is currently being planned for? Detail date, location, purpose and cost of each event.
7. What entertainment spend is the Department/Agency's planning on spending? Detail date, location, purpose and cost of all events.
8. For each Minister and Parliamentary Secretary office, what entertainment spend is currently being planned for? Detail date, location, purpose and cost of each event.
9. Is the Department/Agency planning on reducing any of its spending on these items? If so, how will reductions be achieved?

**Answer:**

1. The Department of Sustainability, Environment, Water, Population and Communities (the department) spent \$88,686.82 on hospitality for this financial year to date (ending 14 June 2012). Details of date, location, purpose and cost of all events are listed below. Where hospitality expenditure is dated prior to 1 July 2011, the transaction relates to this financial year.

<b>Date</b>	<b>Location</b>	<b>Purpose</b>	<b>Cost</b>
27 April 2011	Quality Hotel, Mildura, VIC	Dinner with Stakeholders during Minister's visit to Mildura.	\$907.00
18 May 2011	Allara St, Canberra, ACT	Environmental Water Scientific Advisory Committee Meeting.	\$245.45
24 May 2011	Shepparton, VIC	Goulburn-Murray Water and DSEWPaC Stakeholders Workshop.	\$1,145.45
6 June 2011	Qantas Meeting Rooms Melbourne Airport, VIC	Bilateral meeting with Victorian representatives for the National Partnership Agreement on Water Reform.	\$87.27
8 June 2011	Thai Amarin, Kingston, ACT	Water Recovery and Environmental Use Stakeholder Reference Panel.	\$288.55
9 June 2011	Allara St, Canberra, ACT	Meeting with WA Department of State Development to discuss Browse Liquefied Natural Gas (LNG) Strategic Assessment Report and Plan.	\$174.54
21 June 2011	Mecca Bar, Manuka, ACT	Dinner with Executive Director and officials of the South Pacific Regional Environment Program.	\$386.64
22 June 2011	University House, Canberra, ACT	Building Better Regional Cities Local Council Representative Meeting.	\$184.09
22 June 2011	Bay Village Boutique Hotel, Cairns, QLD	National Environmental Research Program Tropical Ecosystems Hub Joint Steering Committee dinner.	\$619.09
29 June 2011	Mercure Sydney Airport, NSW	Building Better Regional Cities Local Council Representative Meeting.	\$272.72
30 June 2011	Allara St, Canberra, ACT	Meeting to Discuss Browse Liquefied Natural Gas (LNG) Strategic Assessment Report.	\$86.92
30 June 2011	Mantra Tullamarine Hotel, VIC	Building Better Regional Cities Local Council Representative Meeting.	\$218.18
20 July 2011	National Portrait Gallery, Parkes, ACT	Meeting with Irrigation Australia.	\$30.91
23 July 2011	Pashas Turkish Restaurant, Hobart, TAS	Stakeholder Meeting on Forestry Issues.	\$300.91

26 July 2011	Waterline Restaurant, Hobart, TAS	Dinner to raise awareness of the Australian Antarctic Division (AAD) centenary year and promote and underline the forward vision of the new Science Strategic Plan.	\$1,514.09
1 August 2011	Jersey, Great Britain	Side Event to launch Australia's Blue Whale Science initiative at the International Whaling Commission (IWC).	\$3,576.31
1 August 2011	Jersey, Great Britain	Southern Ocean Research Partnership Morning Tea.	\$190.73
3 August 2011	John Gorton Building, Parkes, ACT	Environmental Water Scientific Advisory Committee Meeting.	\$260.36
5 August 2011	JGB, Parkes, ACT	Australia/United States Senior Official Dialogue.	\$629.55
16 August 2011	Ottoman Restaurant, Barton, ACT	Commonwealth Hosting meeting of the Standing Council on Environment and Water – Senior Officials Committee working dinner.	\$465.45
23 August 2011	Rubicon Restaurant, Griffith, ACT	Lunch for Brazilian Delegation and Minister Bezerra.	\$923.63
24 August 2011	CSIRO Facilities at Floreat, WA	Catering for key stakeholder engagement and discussion on the release of the Draft North West Marine Bioregional Plan, and North West Reserve Network Proposal.	\$570.00
30 August 2011	Karratha, WA	Dinner meeting with senior representatives from Rio Tinto.	\$351.34
31 August 2011	John Gorton Building, Parkes, ACT	Visit by Spanish Secretary of State for Water and Rural Development.	\$23.18
7 September 2011	Port Douglas, QLD	Turtle and Dugong - Launch Event with the Minister.	\$526.36
8 September 2011	Olanos Restaurant Cairns, QLD	Turtle and Dugong Management - meeting with Cape York Traditional Owners.	\$399.09
14 September 2011	Darwin, NT	Arafura and Timor Seas Expert Forum (ATSEF) Regional Steering Committee Function Dinner.	\$1,818.18
15 September 2011	Chairman and Yip Restaurant, Canberra, ACT	Australian Heritage Council Dinner and Presentation.	\$340.91

15 September 2011	Red Hill, ACT	Commonwealth hosting meeting of the Standing Council on Environment and Water – Senior Officials Committee working dinner.	\$909.09
15 September 2011	Ottoman Restaurant, Barton, ACT	Commonwealth hosting meeting of the Standing Council on Environment and Water – Ministerial working dinner.	\$731.82
16 September 2011	Parliament House, ACT	Commonwealth hosting meeting of the Standing Council on Environment and Water.	\$988.23
27 September 2011	Canberra Restaurant, ACT	First Assistant Secretary meeting with Belgium Ambassador Patrick Renault.	\$112.82
4 October 2011	Australian Antarctic Division, Kingston, TAS	Symposium to commemorate the 20th Anniversary of the Protocol on Environmental Protection to the Antarctic Treaty (The Madrid Protocol) for approximately 75-100 delegates.	\$3,190.91
4 October 2011	National Portrait Gallery, Parkes, ACT	Basin Strategy Working Group Socio-Economic Workshop.	\$463.64
4 October 2011	National Portrait Gallery, Parkes, ACT	Basin Strategy Working Group Socio-Economic Workshop.	\$2,248.62
12 October 2011	Canberra, ACT	Council of Australian Governments (COAG) Meeting.	\$106.25
12 October 2011	Canberra, ACT	Non-governmental organization (NGO) roundtable.	\$297.14
21 October 2011	HMAS Kuttabul, Sydney, NSW	Annual Pre-Commission for the Conservation of Antarctic Marine Living Resources meeting between Australia, New Zealand, the United Kingdom and the United States, hosted by the Australian Antarctic Division.	\$504.32
25 October 2011	Cascade Brew House, Hobart, TAS	30th Meeting of the Commission for the Conservation of Antarctic Marine Living Resources.	\$600.00

25 October 2011	Hobart, TAS	Commission for the Conservation of Antarctic Marine Living Resources Reception hosted by the Australian Antarctic Division (AAD) director for approximately 150 delegates.	\$5,818.18
26 October 2011	Remy de Provence, Hobart, TAS	Meeting between Australian and French Commission for the Conservation of Antarctic Marine Living Resources Officials to continue ongoing bilateral discussions on cooperative science in the Kerguelen Plateau.	\$740.54
26 October 2011	Hanuman Restaurant Alice Springs NT	Indigenous Advisory Committee Meeting 23rd Conference Dinner with Central Land Council.	\$1,842.82
27 October 2011	33 Allara Street, Kuringai Room, Canberra, ACT	Meeting with Western Australia Department of State Development to discuss Planning for Browse Liquefied Natural Gas Precinct.	\$118.63
31 October 2011	Plum Restaurant, Hobart, TAS	Meeting between Australian and New Zealander Commission for the Conservation of Antarctic Marine Living Resources officials to continue ongoing bilateral discussions.	\$166.73
1 November 2011	Hobart, TAS	Annual Commission for the Conservation of Antarctic Marine Living Resources Claimants meeting working lunch.	\$108.73
8 November 2011	Macquarie Marshes, NSW	Environmental Water Scientific Advisory Committee Meeting.	\$600.00
9 November 2011	Warren, NSW	Environmental Water Scientific Advisory Committee Meeting.	\$184.09
11 November 2011	John Gorton Building Parkes, Canberra, ACT	Chinese Delegation from Ministry of Water Resources.	\$95.73
13 November 2011	Mures Upper Deck Restaurant, Victoria Dock, Hobart, TAS	Dinner between Minister and key stakeholders to discuss Tasmanian Forests Intergovernmental Agreement.	\$383.91
21 November 2011	Nelson Bay/Port Stephens, NSW	Community Information Session (Open house).	\$18.37

24 November 2011	Parliament House, Canberra, ACT	PM's Water Wise Award.	\$793.41
28 November 2011	Tidbinbilla, ACT	Indigenous Protected Areas Cybertracker Training Workshop conducted over 3 days.	\$5,686.40
1 December 2011	Waterside Pavilion, Mawson's Place, Hobart, TAS	Afternoon Tea for the opening of 'Traversing Antarctica' display for approximately 100 attendees.	\$2,000.00
15 December 2011	Mooloolaba, QLD	Commercial Fishing sector meeting for Coral Sea Marine Reserve proposal.	\$31.82
16 December 2011	Jepello Restaurant, Port Moresby, Papua New Guinea (PNG)	Kokoda Initiative bilateral Australia – Papua New Guinea (PNG) Executive dinner	\$205.81
19 December 2011	Teatro Vivaldi Restaurant, ANU Campus, ACT	Meeting with Professor Will Steffen to discuss Antarctic Science Advisory Committee business.	\$100.91
31 January 2012	Mures Upper Deck Restaurant, TAS	Dinner with Minister and Key stakeholders in the Tasmanian Forest Intergovernmental Agreement process.	\$597.82
31 January 2012	Drill Hall, Centre for Leadership, Chowder Bay Road, Mosman, NSW	External Expert and stakeholder Workshop for Measuring Sustainability Program	\$1,115.00
1 February 2012	Deniliquin, NSW	Minister-hosted dinner in Deniliquin to discuss Draft Basin Plan with Murray-Darling Basin Authority (MDBA) external stakeholders.	\$1,712.78
6 February 2012	Written on Tea, Sandy Bay, TAS	Dinner for visiting Chinese Antarctic Program Staff to continue collaboration on Antarctic Logistics and Science.	\$113.50
21 February 2012	Airways Hotel Port Moresby, Port Moresby, Papua New Guinea (PNG)	Working Lunch with senior representatives of Kokoda Initiative partner agencies.	\$330.33
22 February 2012	Daikoku Restaurant, Port Moresby, PNG	Working Dinner with Kokoda Initiative Leadership and Management Group.	\$420.15

22 February 2012	Fu Gui's Restaurant, Waigani, Port Moresby, Papua New Guinea (PNG)	Working Lunch with Papua New Guinea (PNG) Provincial Government Representatives from Oro and Central Provinces.	\$173.06
23 February 2012	Beijing, CHINA	Dinner with China Ministry of Water Resources Officials at Embassy.	\$615.43
27 February 2012	Brisbane, QLD	Cetacean State roundtable.	\$634.45
27 February 2012	Chairman Yip Restaurant ACT	Dinner with Indonesian Delegation (Australia/Indonesia working group on Climate Change).	\$1,639.55
7 March 2012	Muddi ED Restaurant	Ministers working dinner with external stakeholders to discuss portfolio matters.	\$422.73
11 March 2012	Hilton Cairns, 34 Esplanade, Cairns, QLD	Great Barrier Reef Monitoring Mission. Dinner with international delegates, Minister Burke, Vicki Darling (former Queensland Minister for Environment) and departmental staff.	\$943.98
13 March 2012	Chairman and Yip Restaurant, 108 Bunda Street, ACT	Cape York Natural World Heritage Values workshop dinner.	\$1,021.81
14 March 2012	Presiding Officers' Exhibition Area, Parliament House, Hobart, TAS	"Mawson's Men" exhibition opening.	\$1,079.58
14 March 2012	Tamarind Restaurant	Discuss Great Barrier Reef United Nations Educational, Scientific and Cultural Organization (UNESCO) monitoring mission.	\$752.00
22 March 2012	Oche Restaurant, 43 Shields Street, Cairns, QLD	Dinner hosted by department for participants of the Cape York Peninsula Potential World Heritage Cultural Values Workshop.	\$1,027.73
27 March 2012	DSWEPAC, Kuringai Room, Level 2, 33 Allara Street, ACT	Catering for National Environment Law Reform - Stakeholder Roundtable for 30 attendees (predominantly external stakeholders).	\$980.00

27 March 2012	Mercure Hotel Sydney, NSW	Kokoda Initiative Stakeholder Forum. Includes the provision of morning coffee, lunch, afternoon coffee and evening reception for 55 external stakeholders, and Papua New Guinea (PNG) Government representatives.	\$4,645.45
27 March 2012	Ottoman Cuisine, Barton, ACT	Lunch following presentation by New South Wales (NSW) Office of Water.	\$117.27
28 March 2012	DSWEPAC, Kuringai Room, Level 2, 33 Allara Street, ACT	Catering for National Environment Law Reform - Stakeholder Roundtable for 30 attendees (predominantly external stakeholders).	\$767.00
5 April 2012	Groove Train Restaurant Brisbane City, QLD	Caring For Our Country 2012 Queensland Preliminary Assessment Panel Dinner.	\$252.27
10 April 2012	WA Department of Environment and Conservation offices, Exmouth, WA	Environment Protection and Biodiversity Conservation (EPBC) Warden Training.	\$154.55
26 April 2012	Mures Upper Deck Restaurant, TAS	Minister meeting with stakeholders to the Tasmanian Forests Intergovernmental Agreement.	\$318.28
2 May 2012	Comfort Inn Popondet, Killerton Road, Popondetta, Papua New Guinea (PNG)	Papua New Guinea (PNG) Meeting with Oro Provincial Government and officials.	\$283.59
8 May 2012	Taze Café, 4/21 (ATO Building), Genge St, ACT	National Threatened Ecological Communities strategic Workshop.	\$1,005.46
11 May 2012	Ottoman Cuisine, ACT	Dinner with National Environmental Research Program (NERP) Research Hub and executive departmental members of the relevant hub steering committees, following a NERP Hub leader meeting.	\$930.91
14 May 2012	Asian Café, 32 Melbourne Building 32 West Row, ACT	Official dinner for delegates of workshop regarding threats to biodiversity.	\$532.18
14 May 2012	Courgette restaurant, ACT	Welcome Senior Delegation for Environment and Water Resources, Singapore.	\$1,896.36



21 May 2012	McCraken Country Club, McCraken Drive, Victor Harbour, SA	Saltmarsh ecological community workshop delegate dinner.	\$1,158.18
23 May 2012	Hyatt Hotel Canberra, Commonwealth Avenue, ACT	DSEWPaC – DEC (Australia - Papua New Guinea) Workshop on social mapping.	\$2,130
24 May 2012	Sydney Fish Market, NSW	Marine Bioregional Planning Stakeholder Consultation.	\$266.45
6 June 2012	Rio Centre Pavilion, Rio De Janeiro, Brazil	Rio+20, United Nations Conference on Sustainable Development.	\$2,620.84
7 June 2012	Rydges Airport Hotel, and Darwin Sailing Club, Darwin, NT	Northern Territory Indigenous Rangers dinner for 95 attendees	\$7,383.54
10 June 2012	Mawson Pavilion, Hobart, TAS	Antarctic Treaty Consultative Meeting XXXV Heads of Delegation Welcome Reception.	\$454.54
28 June 2012	Hyatt, ACT	Murray-Darling Basin Legislative and Governance Forum.	\$2,048.64
27-29 February 2012	NAB building, 100 Creek St, Brisbane, QLD	Official dinner (no beverages), to advance priorities under the National Cetacean Agreement by promoting knowledge-sharing networks between State agencies..	\$634.44
5-6 March 2012	Australian National Botanic Gardens, ACT	External expert technical workshop to consult on the draft Phytophthora Cinnamomi Threat Abatement Plan.	\$1,090.90
8-9 May 2012	Australian National Botanic Gardens, ACT	Expert technical workshop for the review of the Threat Abatement plan for infection of amphibians with chytrid fungus.	\$830.25
11 June 2012	Maldini Italian Cafe, Hobart, TAS	Lunch to discuss Antarctic Strategy with external stakeholders	\$218.36

The Director of National Parks has spent \$8,649.94 this financial year to date. Details of date, location, purpose and cost of all events are listed below. Where hospitality expenditure is dated prior to 1 July 2011, the transaction relates to this financial year.

<b>Date</b>	<b>Location</b>	<b>Purpose</b>	<b>Cost</b>
10 June 2011	Melbourne, VIC	2011 Australian Reporting Awards.	\$200.00
16 June 2011	Woden, ACT	Lunch with member of audit committee to continue discussion of issues*.	\$45.80
26 July 2011	Henbury, NT	Launch of Henbury Station acquisition.	\$1,050.27
27 July 2011	Jabiru, NT	Key Senior officer and team members meeting to discuss current issues*.	\$193.77
28 July 2011	Uluru, NT	Meeting with key stakeholder to discuss current issues*.	\$782.73
10 August 2011	Woden, ACT	DNP Admin Forum Dinner*.	\$419.27
10 August 2011	Melbourne, VIC	Earthwatch Gala Dinner.	\$354.54
11 August 2011	Woden, ACT	DNP Admin Forum Dinner with senior officers*.	\$282.72
24 August 2011	Sydney, NSW	Dinner for National Landscapes Reference Committee.	\$454.54
21 September 2011	Woden, ACT	Senior officer meeting to discuss current issues for organisation*.	\$102.68
10 October 2011	Jabiru, NT	Visit by Hong Kong delegation.	\$81.45
26 October 2011	Uluru, NT	Uluru Hand Back Celebrations.	\$603.19
4 November 2011	Jabiru, NT	Visit by International Delegates.	\$72.91
5 November 2011	Jabiru, NT	Visit by Ann Ray Charitable Trust (ARCT).	\$538.52
22 December 2011	Australian National Botanic Gardens, ACT	Parks Australia Science Forum.	\$65.41
22 January 2012	Australian National Botanic Gardens, ACT	VIP Tent at Sounds of Summer.	\$488.88

9 February 2012	Jabiru, NT	Visit by Chinese delegation.	\$49.44
21 March 2012	Sydney, NSW	Senior officer meeting with NZ counterparts to discuss engagement in conservation.	\$1,686.50
23 March 2012	Sydney, NSW	Heads of Park Agencies meeting*.	\$434.23
29 March 2012	Barton, ACT	National Landscapes Reference Committee Planning Day.	\$600.00
27 April 2012	Jabiru, NT	Lunch for China Council for International Cooperation on Environment and Development visitors.	\$143.09

\* Note the items are agency business meetings which are classified as official hospitality by Director National Parks.

The Bureau of Meteorology (the Bureau) has spent \$6,256.85 this financial year to date. Details of date, location, purpose and cost of all events are listed below.

<b>Date</b>	<b>Location</b>	<b>Purpose</b>	<b>Cost</b>
7 July 2011	Melbourne, VIC	The First Expendable Bathythermograph (XBT) Science Workshop- Reception.	\$2,500.00
7 August 2011	Melbourne, VIC	Dinner for Independent Peer Review (IPR) panel members and chair (ACORN-SAT Review).	\$153.64
8 August 2011	Melbourne, VIC	Australian Climate Observations Reference Network -Surface Air Temperature Review Panel meeting.	\$411.45
11 August 2011	Melbourne, VIC	Official Hospitality Dinner for IPR Panel Members and Chair (ACORN-SAT Review).	\$625.80
23 September 2011	Melbourne, VIC	Lunch - Vietnamese Meteorological Office Delegation.	\$630.45
23 November 2011	Melbourne, VIC	Lunch Buffet - China Meteorological Administration delegation.	\$455.00
1 March 2012	Melbourne, VIC	Dinner for Japan Meteorological Agency Delegation.	\$263.64
2 May 2012	Noumea, New Caledonia	Climate Extremes Workshop Dinner at Nouvata Parc, Noumea.	\$1,216.87

The Great Barrier Reef Marine Park Authority (GBRMPA) has spent \$30.00 this financial year to date. Details of date, location, purpose and cost of all events are listed below.

<b>Date</b>	<b>Location</b>	<b>Purpose</b>	<b>Cost</b>
7 July 2011	Townsville, QLD	Lunch for speaker following the Science for Management Seminar.	\$30.00

The Murray-Darling Basin Authority (the Authority) has spent \$7,798.14 this financial year to date. Details of date, location, purpose and cost of all events are listed below.

<b>Date</b>	<b>Location</b>	<b>Purpose</b>	<b>Cost</b>
4 October 2011	Stamford Plaza Hotel Adelaide	Senator Collings Trophy Presentation Dinner (recognition and rewards for asset managers at the Murray Mouth and barrages).	\$3,216.54
20 October 2011	Charcoal Restaurant Canberra	Dinner with the Murrumbidgee Valley Stakeholder Group on proposed Basin Plan.	\$926.00
19 October 2011	Chairman & Yip Restaurant Canberra	Dinner with the Murrumbidgee Valley Stakeholder Group on proposed Basin Plan.	\$790.90
7 November 2011	Chairman & Yip Restaurant Canberra	Dinner with Victorian Basin Advisory Group sub-committee meeting on proposed Basin Plan.	\$745.00
11 January 2011	Quality Hotel Mildura Grand	Discussions with Mildura Stakeholders on the proposed Basin Plan and public meeting.	\$1,486.60
8 March 2012	Renmark	Discussion with Renmark stakeholders on proposed Basin Plan and public meeting.	\$633.10

The National Water Commission (the Commission) has spent \$17,546.92 this financial year to date. Details of date, location, purpose and cost of all events are listed below.

<b>Date</b>	<b>Location</b>	<b>Purpose</b>	<b>Cost</b>
15 June 2011	Newcastle, NSW	Commission working dinner with stakeholders.	\$1,174.55
28 July 2011	Darwin, NT	First Peoples' Water Engagement Council meeting dinner.	\$601.36
16 August 2011	Launceston, TAS	Commission working dinner with stakeholders.	\$969.77
4 October 2011	Adelaide, SA	Commission working dinner with stakeholders.	\$959.09
8 February 2012	Canberra, ACT	Commission working dinner with external stakeholders.	\$940.00
7 March 2012	Perth, WA	Commission working dinner with stakeholders.	\$878.33
22 March 2012	Canberra, ACT	Working lunch with external proponents to present results of <i>The Highs and Lows of River and Wetland Health</i> series of projects that have been implemented over a number of years.	\$330.82
29 March 2012	Adelaide, SA	First Peoples National Water Summit Conference and Dinner for 88 – 100 people including entertainment. (Please note that conference costs were partially recovered from conference fees).	\$10,227.27
1 May 2012	Cairns, QLD	Commission meeting dinner with external stakeholders.	\$942.73
30 May 2012	Canberra, ACT	First Peoples Water Engagement Council meeting dinner.	\$523.00

The Sydney Harbour Federation Trust (the Trust) has spent \$58,139.10 on hospitality for this financial year to date (ending 14 June 2012). Details of date, location, purpose and cost of all events are listed below.

<b>Date</b>	<b>Location</b>	<b>Purpose</b>	<b>Cost</b>
10 September 2011	Mosman, Sydney, NSW	Volunteer & Family BBQ	\$343.38
17 September 2011	Cockatoo Island, Sydney, NSW	Event for potential sponsors	\$706.30
28 October 2011	Mosman, Sydney, NSW	Tenant introduction and meeting BBQ	\$616.70
3 November 2011	Cockatoo Island, Sydney, NSW	Outpost Opening Event	\$27,460.00
11 December 2011	Cockatoo Island, Sydney, NSW	Outpost Closing Event	\$5,877.50
14 December 2011	Chowder Bay, Sydney, NSW	Trustee (Board) Christmas Party (2011)for volunteers, tenants and community stakeholders	\$7,887.23
17 May 2012	Chowder Bay, Sydney, NSW	Deposit for Trustee (Board) Christmas Party (2012) for volunteers, tenants and community stakeholders.	\$6,363.63
7 June 2012	Cockatoo Island, Sydney, NSW	Catering in relation to Cockatoo Island Film Festival.	\$7,790.00
14 June 2012	Chowder Bay, Sydney, NSW	Dinner/Meeting for Board (Trustees) and Parliamentary Secretary.	\$1,094.36

2. According to records of the department and the Department of Finance and Deregulation (DoFD) there was no expenditure for hospitality by the offices of the following Minister and Parliamentary Secretary for this financial year to date (ending 14 June 2012) in relation to their portfolio responsibilities:
  - the Office of the Hon Tony Burke MP from 1 July 2011 to 14 June 2012; and
  - the Office of Senator the Hon Don Farrell from 1 July 2011 to 14 June 2012.
3. Entertainment provided by the department is recorded as official hospitality. Extracting the entertainment component would involve an extensive manual process.
4. According to records of the department and DoFD there was no expenditure for entertainment by the offices of the following Minister and Parliamentary Secretary for this financial year to date (ending 14 June 2012) in relation to their portfolio responsibilities:



- the Office of the Hon Tony Burke MP from 1 July 2011 to 14 June 2012; and
  - the Office of Senator the Hon Don Farrell from 1 July 2011 to 14 June 2012.
5. The department is aware of an estimated \$12,357.73 planned hospitality expenditure within the Australian Antarctic Division and Australian Government Land and Coasts Division extending into next financial year. Details of date, location, purpose and estimated cost of all events are listed below.

<b>Date</b>	<b>Location</b>	<b>Purpose</b>	<b>Cost</b>
17 June 2012	Princess Wharf Shed No. 1, Hobart, TAS	Barbecue alongside the Icebreaker Aurora Australis for delegates to the Antarctic Treaty Consultive Meeting (ATCM).	\$10,000.00 (cost for food and beverages for 160 attendees)
11 June 2012	Courgette, Canberra, ACT	Iconic Sites Taskforce.	\$1,381.60
5-6 July 2012	WA Ecology Centre, WA	Refreshments for WA external stakeholder consultation on Caring for our Country 2013-18	\$600.13
16-17 July 2012	Ecosystem Sciences, CSIRO, NT	Refreshments for NT external stakeholder consultation on Caring for our Country 2013-18	\$376.00

The Director of National Parks, the Bureau, the Authority, the Commission, and the Trust do not have any planned hospitality expenditure for the remainder of the financial year.

The GBRMPA has an estimated \$1,000.00 for planned hospitality expenditure extending into next financial year. Details of date, location, purpose and estimated cost of all events are listed below.

<b>Date</b>	<b>Location</b>	<b>Purpose</b>	<b>Cost</b>
June 2012	Cairns, QLD	Marine Park Authority Board Meeting with stakeholders.	\$1,000.00

6. The department is unaware of any future planned hospitality expenditure by the offices of the Minister or Parliamentary Secretary in relation to their portfolio responsibilities.
7. The department and Director of National Parks have no planned expenditure on entertainment expenditure for the remainder of this financial year.

The Bureau, the GBRMPA, the Authority, the Commission, and the Trust have no planned expenditure on entertainment expenditure for the remainder of this financial year.

8. The department is unaware of any future planned entertainment expenditure by the offices of the Minister or Parliamentary Secretary in relation to their portfolio responsibilities.

9. Yes, the department will be seeking to reduce its hospitality expenditure in 2012-13 consistent with reduced resources. This will be achieved through further linking expenditure to high priority areas (for example, engagement with senior international delegations and intergovernmental fora). Delegations for approving official hospitality expenditure will be raised to ensure ongoing tight targeting of expenditure. Portfolio agencies will continue to closely scrutinise all areas of discretionary expenditure to achieve ongoing efficiencies. Expenditure on official hospitality is only undertaken when necessary to achieving the business outcomes associated with stakeholder engagements.

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

**Program: Division or Agency:** Corporate: CSD

**Question No:** 171

**Topic:** Portfolio Wide - Consultancies

**Proof Hansard Page and Date or Written Question:** Written

**Senator Fisher asked:**

1. How many consultancies have been undertaken this financial year 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 (ie. open tender, direct source, etc). Also include total value for all consultancies.
2. 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.

**Answer:**

1. The Department of Sustainability, Environment, Water, Population and Communities (the department) and its Portfolio Agencies have engaged the following number of consultancies this financial year to date:

The Department of Sustainability, Environment, Water, Population and Communities	130
Great Barrier Reef Marine Park Authority	68
Murray-Darling Basin Authority	81
Bureau of Meteorology	3
National Water Commission	38
Sydney Harbour Federation Trust	82

A complete list of departmental and portfolio agency consultancies and associated detail is at **Attachment A**.

2. A list of 10 planned consultancies for the department is at **Attachment B**. Remaining Portfolio Agencies report they have no planned consultancies listed in their Annual Procurement Plan or published on AusTender for this calendar year.

Of the 10 planned consultancies, three are published on the department's Annual Procurement Plan and AusTender. The remaining seven are not published due to relatively low: value, complexity and risk. Similar consultancies have been performed previously and therefore advance notice and publication is unlikely to result in any better outcome for the Commonwealth or potential suppliers.

*Department of Sustainability, Environment, Water, Population and Communities*

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
ABLE CONSULTING PTY LTD	Australian National Heritage Assessment Tool Scoping Exercise	Direct	15-Jun-12	30-Jun-12	\$20,680
ACCESS PRODUCT INFORMATION CONSULTANTS	Management, design and operation proficiency and check testing for WELS	Open	27-Apr-11	9-Sept-12	\$371,005
ACIL TASMAN	Provision of a Cost Benefit Analysis Relating to Persistent Organic Pollutants	Open	19-Mar-12	1-Jun-12	\$222,890
ARCHE CONSULTING PTY LTD	Business Cases Submitted for Funding Under the Supporting More Efficient Irrigation in Tasmania	Open	14-Mar-12	30-Apr-12	\$29,186
AURECON AUSTRALIA PTY LTD	Provision of Technical Advice on CA Applications	Open	30-Mar-12	30-Jun-12	\$26,606
AURECON AUSTRALIA PTY LTD	Preparation of a Viability Report for Meter Testing Facility Upgrades	Open	2-Sep-11	30-Sep-11	\$11,200
AURECON AUSTRALIA PTY LTD	Provision of Hydrological Modelling	Open	6-Jan-12	31-Jan-12	\$23,045
AURECON AUSTRALIA PTY LTD	Financial and Technical Services for Stormwater Harvesting and Reuse Grants	Open	24-Feb-12	30-Apr-12	\$120,636
AUSTRALIAN ENVIRONMENT	Provision of Technical Review Services	Direct	15-Aug-11	30-Dec-11	\$42,300

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
AUSTRALIAN ENVIRONMENT	Environmental Risk Assessment Environmental Protection	Direct	7-Nov-11	31-Mar-12	\$52,875
AUSTRALIAN ENVIRONMENT	Provision of a Report on Hexabromocyclododecane priority existing review	Direct	1-Feb-12	30-Jun-12	\$39,480
AUSTRALIAN ENVIRONMENT	Diuron Public Submissions Report	Direct	6-Mar-12	31-Mar-12	\$89,112
AUSTRALIAN GOVERNMENT SOLICITOR	Development of the Probity Framework for the Interim Independent Expert Scientific Committee and subsequent revision.	Open	15-Feb-12	30-Jun-12	\$10,0605
AUSTRALIAN INSTITUTE OF MARINE SCIENCE	NERP Emerging Priorities Project - Provision of Reports on Management of Crown of Thorns Starfish	Direct	8-Jun-12	10-Jun-13	\$330,000
AUSTRALIAN NATIONAL UNIVERSITY	Preparation of a Specialist Report on the palaeoecology and past fire history of Cape York Peninsula	Select	07-Jun-12	30-Jun-12	\$20,000
BALLARD CONSULTING	Preparation of a Report on Barmah Choke Capacity	Direct	8-Feb-12	12-Apr-12	\$38,000
BIODIVERSITY ASSESSMENT AND MANGEMENT	Provision of a background technical report for Littoral Rainforest and Coastal Vine Thickets Recovery Plan	Direct	04-May-12	29-Jun-12	\$73,989
BIRDLIFE AUSTRALIA LTD	Purchase of Birds Australia Observation Data for the Sustainable Regional Development program.	Direct	12-Jun-12	30-Jun-15	\$19,800

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
CHARLES STURT UNIVERSITY	Provision of Monitoring Services Relating to Commonwealth Environmental Water	Open	8-Sep-11	30-Jun-12	\$152,766
CONTEXT PTY LTD	National Heritage List Assessment of Aesthetic and Social Values of Colonial Sydney- Finalisation	Open	27-Mar-12	30-Jun-12	\$18,975
CORDELTA PTY LTD	Provision of project support services – budget and reporting business process improvements	Direct	28-Sep-11	20-Jan-12	\$50,512
CORPORATE DIAGNOSTICS PTY LTD	Water Efficiency Labelling and Standards Scheme Strategic Plan	Open	2-Sep-11	30-Nov-11	\$102,131
CORPORATE SCORECARD PTY LTD	Provision of Financial Advice to support assessment of applications for approval of co-regulatory arrangements	Open	26-Dec-11	30-Jun-12	\$45,000
COURAGE PARTNERS PTY LTD	Evaluation of Job Funds Program	Direct	13-Sep-11	29-Sep-11	\$10,000
CSIRO	NERP Emerging Priorities Project - Provision of Reports and Flying Fox Transmitters	Direct	13-Jun-12	30-Jun-14	\$770,000
CSIRO	NERP Emerging Priorities Project - Provision of Reports on Invasive Plant Management in the Lake Eyre Basin	Direct	15-Jun-12	1-Jun-13	\$165,000
CSIRO ACCOUNTS RECEIVABLE	Provision of Scientific data and analysis on ODS in Australia	Direct	2-Dec-11	30-Jun-12	\$77,000
CTG SERVICES	Provision of services for Canberra National	Direct	23-May-12	30-Jun-12	\$14,300

Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
	Heritage Assessment				
DAVID CAPLE & ASSOCIATES	Provision of a Draft code of practice review and consultation facilitation	Select	11-Apr-12	4-May-12	\$23,870
DAVID CAPLE & ASSOCIATES	Baseline Study of Work Health and Safety Data	Direct	22-May-12	27-Jul-12	\$99,000
DEPARTMENT OF ENVIRONMENT & CONSERVATION	Comparative Trial of the Australian National Aquatic Ecosystem	Direct	27-Sep-11	28-Feb-12	\$10,900
DEPARTMENT OF PRIMARY INDUSTRIES	Provision of a Trial Relating to High Ecological Value Aquatic Ecosystems Delineation in Tasmania	Direct	9-Aug-11	13-Jan-12	\$29,065
DEPARTMENT OF PRIMARY INDUSTRIES, PARKS, WATER AND ENVIRONMENT	Preparation of a recovery plan for the blind velvet worm , Tasmanipatus Anophthalmus	Direct	22-Mar-12	22-Jun-12	\$8,800
DESCLEARY CONSULTING	Research and Prepare Background Papers on National Water Reform Governance Issues	Direct	27-Oct-11	1-Dec-11	\$31,350
DESERT CHANNELS QUEENSLAND	Development of the Story of the Great Artesian Basin Concept	Direct	4-Apr-12	30-Jun-12	\$70,399
DIALOG INFORMATION TECHNOLOGY	Development, Maintenance and Related Services for a Database to administer Indigenous Protected Areas and Working on Country projects.	Open	8-Mar-11	30-Jun-12	\$130,500



Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
DMV CONSULTING	Provision of Professional Services Relating to ICT Benchmarking Return	Open	27-Jul-11	30-Nov-11	\$50,000
DR JANETTE DEACON	Peer Review of Australian Heritage Commission Draft Dampier Archipelago Report	Direct	5-Sept-11	12-Sept-11	\$1,087
DR MARTIN PORR	Peer review of Australian Heritage Commission Draft Dampier Archipelago report	Direct	5-Sept-11	12-Sept-11	\$750
EASTCOAST FLORA SURVEY	Review of Hunter Valley Weeping Myall Ecological Community	Direct	20-Mar-12	04-Jun-12	\$9,460
ECO LOGICAL AUSTRALIA PTY LTD	NERP Emerging Priorities - Provision of Data Investigation Services	Direct	8-May-12	30-Jun-12	\$31,493
ECOINSIGHTS	State of the Environment 2011 Report – Evaluation and Presentations	Direct	27-Mar-12	30-Jun-12	\$8,580
ECOLOGICAL METRICS TRADING AS MAP IT	Provision of independent expert advice on the impacts of the proposed Cloudbreak mine expansion on the Night Parrot	Select	11-Nov-11	24-Jan-12	\$12,155
ELIZABETH MONTANO	Committee Member Fees Internal Audit Committee	Direct	6-Dec-10	5-Dec12	\$87,569
ENCYCLE CONSULTING PTY LTD	Industry Sector Analysis of Commercial and Industrial Waste and Recycling	Open	16-Apr-12	30-Jun-13	\$126,900
ENERGY INTERNATIONAL AUSTRALIA PTY	Review of Australia's Halon Essential Use Requirements	Direct	6-Mar-12	31-Mar-12	\$59,999

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
ERNST & YOUNG	Provision of an Audit Framework to Assess the On-Farm Irrigation Efficiency Program	Open	13-Jul-11	30-Mar-12	\$154,990
EXPERT GROUP	Study of Hydrofluorocarbon Consumption in Australia	Direct	1-Jul-11	30-Jun-12	\$79,000
EXPERT GROUP	Undertake Research into the handling, storage and disposal of SGGs in Australia	Direct	6-Mar-12	31-Mar-12	\$50,312
GEOLINK	Grey Headed Flying-Fox Management Strategy for regional sustainability planning in the Lower Hunter region, NSW	Select	21-Jun-12	30-Jun-13	\$79,645
GHD PTY LTD	Provision of Targeted Surveys for Latham's Snipe at Port Fairy.	Direct	2-Sep-11	27-Feb-12	\$39,907
GHD PTY LTD	Provision of Irrigation Water Management Services	Open	29-Aug-11	30-Jun-12	\$80,000
GHD PTY LTD	Financial & Technical Services for Stormwater Harvesting & Reuse Grants	Open	22-Mar-12	30-Apr-12	\$148,913
GHD PTY LTD	Provision of Evaluation Services to review the achievements of and lessons learnt from the Water Smart Australia Program	Open	1-May-12	30-Jun-12	\$186,890
GODDEN MACKAY LOGAN	Evaluation of the State of the Environment 2011 Report	Direct	5-Apr-12	30-Jun-12	\$11,440
GORDON BRISCOE	Moree Baths Heritage Assessment Peer Review	Direct	1-Jun-12	14-Jun-12	\$2,000
GOVERNANCE ASIA PTY	Committee Member Fees Internal Audit	Direct	1-Dec-10	3-Dec-12	\$65,000

Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
LTD	Committee				
GRAEME BEECH	Implementation Plan for Kokoda Track Management Guidelines and Sustainable Development Masterplan Framework for the Interim Protected Area.	Direct	10-Apr-12	30-Jun-12	\$23,995
GREENFISH CONSULTING	Development of a National Recovery Plan for Lungfish	Direct	14-Jun-12	30-Jun-12	\$25,708
GREENWARD CONSULTING	State of the Environment 2011 Report – Evaluation and Presentations	Direct	27-Mar-12	30-Jun-12	\$10,010
GREENWARD CONSULTING	Advice and documentation on assessment methods and results for marine components of <i>Australia State of the Environment 2011 (SoE2011)</i>		30-Jul-12	31-May-13	\$57,200
HARFORD CONSULTING PTY LTD	Legislation Advice & Committee Chairing Services	Direct	1-Jul-11	30-Sep-11	\$33,000
HYDER CONSULTING (AUSTRALIA) PTY LTD	Provision of Technical Case Advice	Open	4-May-12	30-Jun-12	\$75,000
INFOTECH RESEARCH	Industry Profiling and Cost/Benefit Analysis Report on Perfluorooctane Sulfonate	Open	13-Sep-11	30-Jan-12	\$179,950
INSTITUTE OF SUSTAINABLE FUTURES, UNIVERSITY OF TECHNOLOGY, SYDNEY	NERP Emerging Priorities Project - Provision of Reports on the Implications of Population Growth	Direct	22-May-12	1-Dec-12	\$544,192

Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
JK ELIX & JA LAMBERT PTY LTD	Provision of Stakeholder Workshop	Direct	4-May-12	30-Jun-12	\$43,400
KIRI-GANAI RESEARCH PTY LTD	NERP Emerging Priorities Project - Development of a Business Model to Implement the Lake Eyre Basin Rivers Assessment Implementation Plan	Open	18-May-12	31-Dec-12	\$49,886
KPMG	Provision of Accounting Advice in relation to Water Assets for 2011-12 Financial Year	Select	14-Mar-12	22-Mar-12	\$26,400
KPMG	Provision of Services Relating to the WELS Database	Direct	3-Feb-12	3-Apr-12	\$9,900
KPMG	Independent evaluation of the National Water Quality Management Strategy	Select	12-Aug-11	31-Jan-12	\$112,019
LLOYD ENVIRONMENTAL PTY LTD	Review of Ramsar Site Specific Documents	Open	19-Sep-11	30-Jun-12	\$10,000
LODESTONE MANAGMENT	SAP Profit Centre Accounting Implementation	Open	28-Mar-12	30-Jun-12	\$55,000
MARSDEN JACOB ASSOCIATES PTY LTD	Peer review of Market Price Information for Wimmera water entitlements.	Open	16-Dec-11	30-Jun-12	\$10,000
MARSDEN JACOB ASSOCIATES PTY LTD	Peer review of Market Price Information for Wimmera water entitlements	Open	11-Jan-12	30-Jun-12	\$11,000
MARSDEN JACOB ASSOCIATES PTY LTD	Provision of Monthly Water Allocation Price Reports	Open	26-Oct-11	30-Jun-12	\$168,320

Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
MARSDEN JACOB ASSOCIATES PTY LTD	Provision of Services to Conduct a Survey	Open	10-Feb-12	31-Mar-12	\$144,445
MARTIN STEWARDSHIP & MANAGEMENT	Provision of Material Recovery Rate Review	Select	21-Mar-12	11-May-12	\$22,200
MCBEATH PTY LTD AS TRUSTEE FOR KNUC	Committee Member Fees Internal Audit Committee (DAC)	Direct	6-Dec-10	5-Dec-12	\$80,500
META ECONOMICS CONSULTING GROUP PTY	Economic Modelling Services (Targets and Pathway Scenarios) for TV and Computer Scheme Regulation	Direct	19-Aug-11	30-Sep-11	\$23,375
META ECONOMICS CONSULTING GROUP PTY	Provision of Services Relating to the SGG and ODS Destruction Program	Direct	15-May-12	30-Jun-12	\$49,999
NATURAL RESOURCE MANAGEMENT	Research and Prepare Background Papers on National Water Reform Governance Issues	Select	19-Oct-11	15-May-12	\$29,700
OAKTON SERVICES PTY LTD	Provision of Report on the Ozone Protection and SGG Account	Open	26-Oct-11	14-Nov-11	\$49,999
OAKTON SERVICES PTY LTD	Provision of Information Governance Projects (Delivery of two information reform projects to assist with implementation of the information reform program)	Open	10-May-12	12-Jun-12	\$101,286
OAKTON SERVICES PTY LTD	Provision of an External Review of the National Water Commission	Open	13-Jul-11	31-Oct-11	\$155,000
OMNILINK PTY LTD	Mapping of all Commonwealth Lands within the Lower Hunter region, for regional	Select	21-Jun-12	30-Jun-13	\$74,800

Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
	sustainability planning.				
ORANGE DOOR CONSULTING	Report on how Indigenous cultural and spiritual values have been taken into account in water quality management in Australia	Select	16-Dec-11	30-Mar-12	\$28,800
PELLS CONSULTING	Ranger TSF Lift Geotechnical Review	Direct	17-May-12	30-Jun-12	\$6,617
PRICEWATERHOUSE COOPERS	Internal Audit Services for the department	Open	6-Jun-10	7-Jun-13	\$2,116,181
PROSENTIENT SYSTEMS PTY LTD	To complete the IT development and delivery of the knowledge Base (on-line repository) as part of the Northern Australian Water Futures Assessment	Direct	19-Oct-11	30-Jun-12	\$17,820
PSI ASIA PACIFIC PTY LTD	National Water Quality Management Strategy (review of Freshwater and Marine Quality Guidelines)	Open	9-Feb-12	30-Jun-12	\$17,320
PSI ASIA PACIFIC PTY LTD	Probity Advice Services in relation to probity and security specialist advice to finalise RFT tender documentation and coordinate RFT process to conclusion for the NWMS Branch for the NWMS program / Common Registry System	Open	25-Oct-11	30-Jun-12	\$103,732
PSI DELTA	Provision of Market Price Information for water entitlements in the Murray-Darling Basin	Open	16-Aug-11	31-May-12	\$75,900

Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
PSI DELTA	Valuation of water entitlements from the Barwon Darling	Open	9-March-12	1-June-12	\$5,159
PSI DELTA	Valuation of QLD and NSW water entitlements	Open	1-Sep-11	13-Dec-11	\$19,239
PSI DELTA	Provision of Market Price Information for water entitlements in the Wimmera	Open	1-Sep-11	5-Dec-11	\$12,678
RAINER REHWINKEL	Review of Southern Tablelands Grasslands Ecological Community	Direct	23-Mar-12	25-Jun-12	\$7,480
ROBERT FREESTONE	Peer review of heritage assessment report	Direct	15-Mar-12	3-Apr-12	\$2,200
ROBERT G BUTTERWORTH	Provision of Advice Relating to Planning Lapsing Program	Direct	24-Oct-11	31-Jan-12	\$30,000
ROBIN CROCKER & ASSOCIATES	Provision of heritage mapping services	Select	3-Feb-12	4-May-12	\$32,725
SCENIC SPECTRUMS PTY LTD	Scoping Study for Heritage Interpretation Planning for the Kokoda Track	Open	1-Jun-12	30-Nov-12	\$69,949
SINCLAIR KNIGHT MERZ	Research and report to identify the range of equipment that contain, and the uses for, SGGs and HCFCs	Direct	23-Dec-11	30-Jun-12	\$66,000
SINCLAIR KNIGHT MERZ	Provision of Urban Planning and Related Services and Expertise for the Suburban Jobs Program	Open	18-Apr-12	30-Jun-12	\$250,000
SINCLAIR KNIGHT MERZ	Provision of a report that characterises the relationship between water quality and	Select	31-Jan-12	30-May-12	\$70,400

Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
	quantity				
SINCLAIR KNIGHT MERZ	Provision of Technical Due Diligence Assessment	Open	6-Jan-12	30-Jun-12	\$15,976
SINCLAIR KNIGHT MERZ	Provision of Irrigation Water Management Services	Open	12-Sep-11	30-Jun-12	\$20,000
SINCLAIR KNIGHT MERZ	Technical Assessment Services of Irrigation Project Applications	Open	12-Jul-11	31-Jan-12	\$239,578
SINCLAIR KNIGHT MERZ	Private Water Storages Scoping Report	Open	13-Feb-12	12-Mar-12	\$58,488
SINCLAIR KNIGHT MERZ	Provision of Integrated Urban Water Cycle Management Scheme	Direct	23-Feb-12	31-Mar-12	\$26,021
SINCLAIR KNIGHT MERZ	Financial and Technical Services for Stormwater Harvesting and Reuse Grants	Open	23-Feb-12	30-Apr-12	\$53,333
SINCLAIR KNIGHT MERZ	The Development of Environmental Water Use Options and Multi-Year Plans	Open	28-Feb-12	30-Mar-12	\$49,207
SMEC AUSTRALIA PTY LIMITED	Provision of Alternative Options for Key Threatening Processes	Direct	26-Apr-12	31-May-12	\$49,008
SMS CONSULTING GROUP	Advice relating to the establishment of a program management office	Direct	1-Sep-11	30-Sep-11	\$21,450
SOUTHERN CROSS COMPUTING PTY LTD	SAP Process Integration and ABAP technical development services	Open	16-Feb-12	30-Jun-12	\$52,800
TERESA JAMES FLORA CONSULTANT	Review of the Mt Pleasant Preliminary Environment Report	Direct	8-Jun-11	1-Aug-11	\$12,570



Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
THE ENVIRO FACTOR	Background technical report for Grey Box Recovery Plan	Direct	13-Apr-12	29-Jun-12	\$44,995
THE LOCH GROUP PTY LTD	Committee Member Fees Internal Audit Committee (DAC)	Direct	1-Feb-12	31-Jan-14	\$66,000
THE TRUSTEE FOR TAMSITT TRUST	Update, review and provide direction for governance and project governance.	Direct	2-Mar-12	30-Jun-12	\$59,400
THE UNIVERSITY OF NEW SOUTH WALES	NERP Emerging Priorities Project - Provision of Reports on Waterbird Populations in the Lake Eyre Basin	Direct	6-Jun-12	31-Jan-13	\$72,569
THINKPLACE	Provision of Business Mapping for ODS and SGG Program Arrangements	Direct	22-Apr-12	30-Jun-12	\$46,158
UNIQUE WORLD PTY LTD	SharePoint 2010 Governance & Resourcing	Open	2-Apr-12	12-Jun-12	\$161,039
UNIVERSITY OF CANBERRA	Provision of Analysis and Interpretation of Data Services	Direct	3-Aug-11	11-Aug-11	\$79,500
UNIVERSITY OF SOUTHERN QUEENSLAND	Wurrwurrwuy Heritage Assessment	Direct	21-May-12	30-May-12	\$6,600
UNIVERSITY OF SOUTHERN QUEENSLAND	Revision of Ask First Brochure Scoping Study	Direct	21-05-12	30-06-12	\$8,949
UNIVERSITY OF	Study into potentially threatened rainforest	Direct	02-Mar-12	29-May-12	\$14,560

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
TASMANIA	and vine thicket ecological communities				
UNIVERSITY OF TECHNOLOGY SYDNEY	Services in Relation to Assessing Fish Population	Direct	11-Jul-11	13-Jul-11	\$22,000
UNIVERSITY OF WESTERN AUSTRALIA	Expert comparative heritage assessment report	Direct	19-Jan 12	19-Mar - 12	\$11,000
UNIVERSITY OF WESTERN AUSTRALIA	Provision of Lessons Learnt Program Report	Direct	27-Apr-12	31-Dec-12	\$76,923
URS AUSTRALIA PTY LTD	Development of an Australian Generic Landfill Model	Direct	10-May-12	22-Jun-12	\$53,020
URS AUSTRALIA PTY LTD	Provision of Services to Assist with Assessment Applications	Open	29-Aug-11	5-Dec-11	\$94,862
URS AUSTRALIA PTY LTD	Provision of Technical Advice on the viability of water saving proposals for the Strengthening Basin Communities Program Water Saving Initiatives component Round 2	Open	10-May-12	30-Jun-12	\$20,000
<b>TOTAL</b>					<b>\$11,271,557</b>

**Portfolio Agencies:**

***Great Barrier Reef Marine Park Authority***

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
AUSTRALIAN INSTITUTE OF MARINE SCIENCE	Reef Rescue Monitoring Program 2010/14	Direct	10/3/11	31/3/14	\$3,009,661
AUSTRALIAN INSTITUTE OF MARINE SCIENCE	Development and provision of weekly salinity exposure maps for a subset of the 2010/11 wet season	Direct	10/3/11	24/2/12	\$19,000
Babel-sbf Pty Ltd	Expert advice on environmental management	Direct	29/2/12	30/6/12	\$19,250
Bligh Tanner Pty Ltd	Structural Investigation - Dent Island Winch House and Gantry	Select	15/5/12	29/6/12	\$14,520
C2O Consulting	Scientific Writing Services to support delivery of the GBR Climate Change Synthesis Report	Direct	13/4/12	14/5/12	\$18,900
C2O Consulting	Scientific Writing Services – spatial data analysis to support project outcome stories	Select	8/5/12	15/5/12	\$41,580
CLEAR HORIZON CONSULTING PTY LTD	Monitoring and evaluation of 5 key projects on GBR Climate Change Action Plan	Open	1/7/11	31/4/12	\$58,558
CLEAR HORIZON CONSULTING PTY LTD	Reef Guardians Program Review	Select	30/3/12	4/6/12	\$15,785
CLEAR HORIZON	MERI Plan Review	Select	14/5/12	28/6/12	\$19,988

Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
CONSULTING PTY LTD					
CORETEXT	Develop the GBR Climate Change Action Plan Synthesis Report	Select	21/5/12	10/8/12	\$76,615
CSIRO LAND & WATER	Reef rescue marine monitoring program 2010/14	Direct	14/4/11	31/3/14	\$397,700
CSIRO LAND & WATER	Rapid Assessment of Great Barrier Reef Commercial fishing & tourism sectors affected by floods and cyclones during 2010/11	Direct	24/5/11	4/11/11	\$50,000
DAWUL WURU INDIGENOUS CORPORATION	Yirradanji TUMRA 2011/2012 Development contract	Direct	4/5/12	29/6/12	\$55,000
DEPT OF EMPLOYMENT, ECONOMIC DEVELOPMENT	Reef Rescue Marine Monitoring Program 2010/14	Direct	29/3/11	31/3/14	\$823,359
DIALOG INFORMATION TECHNOLOGY	Ongoing development of reef Management System	Direct	30/1/12	30/6/12	\$48,752
DR DAVID SCHELTINGA	Develop of climate change conceptual models to compliment wetland stressor models	Direct	31/3/11	31/7/11	\$30,000
ECO MEDIA PRODUCTION GROUP	Multi Media Display - Reef Research Exhibition	Direct	8/5/12	30/5/12	\$79,200
FITZROY BASIN ASSOCIATION INC	Capricornia Reef Resilience and Stewardship program - snapshot	Direct	12/1/11	30/9/11	\$49,500

Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
GARECK PACKER	Spatial Data Capture Enhancements	Direct	Jul-11	Jul-11	\$2,640
GHD	Science Communication and content writing services	Open	23/6/11	15/7/11	\$14,580
GIDARJIL DEVELOPMENT CORPORATION LTD	Port Curtis Coral Coast Regional TUMRA Implementation	Direct	13/04/12	29/6/12	\$180,000
GIRRINGUN ABORIGINAL CORPORATION	Girringun Region TUMRA Implementation Project 2012	Direct	10/4/12	29/6/12	\$154,000
GPS CREATE	Design, Animation and Software Development	Direct	27/4/12	29/6/12	\$25,300
INTERLATED PTY LTD	Fishing Industry Emissions Calculator	Direct	1/1/11	31/8/11	\$13,310
INTERLATED PTY LTD	Update the online GBRMPA tourism operator's emissions calculator	Direct	18/4/11	10/10/11	\$21,263
JAMES COOK UNIVERSITY	Reef Rescue Marine Monitoring Program 2010/14	Direct	2/3/11	31/3/14	\$979,318
JAMES COOK UNIVERSITY	Dugong and green turtle foraging impact study	Direct	14/6/11	9/11/12	\$142,745
JAMES COOK UNIVERSITY	Pilot coral trout catchability study to develop methods to apply and utilise in the commercial coral reef finfish fishery	Direct	15/6/11	16/9/11	\$13,000
JAMES COOK UNIVERSITY	Market research for Reef Guardians advertising campaign	Select	14/11/11	16/2/12	\$30,739

Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
JAMES COOK UNIVERSITY	Expert advice on hydrodynamic plume modelling	Direct	15/2/12	1/3/13	\$18,000
JAMES COOK UNIVERSITY	Post Campaign Market Research on 2012 Reef Guardians advertising campaign	Select	7/5/12	20/8/12	\$28,688
JEFF MAYNARD	Science communications and content writing services	Direct	1/6/11	30/6/13	\$21,700
KALAN ENTERPRISES ABORIGINAL CORPORATION	Pul Pul TUMRA Development Project Contract	Direct	27/4/12	29/6/12	\$35,178
KEN TIPPETT AND ARTHUR SCHROCK ARCHITECTS	Architectural Services – Design and documentation of Data Centre redevelopment	Direct	20/2/12	30/6/12	\$37,950
KUUKU YA'U ABORIGINAL CORPORATION RNTBC	Kuuku Ya'u ILUA Implementation Project 2011-12 contract	Direct	4/5/12	29/6/12	\$56,200
MANAGEMENT SOLUTIONS (QLD) PTY LTD T/AS	Development of the Great Barrier Reef Marine Tourism Climate Incident Response Plan incorporating a review of the Marine Tourism Contingency Plan	Direct	1/12/10	30/9/11	\$59,986
MARINE CONSERVATION BIOLOGY INSTITUTE	Investigation of the functional role of the Great Barrier Reef	Direct	6/10/11	30/11/11	\$15,000
MARINE ECOSYSTEMS POLICY ADVISORS	Preparation, facilitation and follow-up for Strategic Assessment Expert workshop on Cumulative Impacts	Direct	1/03/12	30/4/12	\$3,025

Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
MARKWELL CONSULTING	Biodiversity Monitoring Program Meeting	Select	26/4/12	27/4/12	\$6,250
MA: MU ABORIGINAL CORPORATION	Mamu Traditional Use of Marine Resources Agreement Development Project 2012	Direct	14/5/12	29/6/12	\$62,700
MAYNARD MARINE	Caribbean Climate Change Workshop	Direct	Jul-11	Jul-11	\$7,200
MORISON AQUATICS SCIENCES	Deed of variation - Expert workshop & ecological risk assessment of East Coast Trawl Fishery in GBR	Select	4/10/11	23/3/12	\$11,880
OIL RESPONSE COMPANY OF AUSTRALIA PTY LTD	Investigation into alleged discharge into the GBRMP	Direct	Aug-11	Aug-11	\$1,250
PETER MARQUIS-KYLE	Dent Island Light station Heritage Management Plan	Direct	16/5/12	29/6/12	\$11,600
PROSENTIENT SYSTEMS PTY LTD	IT Consultancy Services – Maintenance of E-Repository	Direct	26/4/12	1/6/12	\$21,560
PXA PTY LTD	Expert advice on environmental management	Direct	19/6/11	30/9/11	\$22,000
QUEENSLAND SEAFOOD INDUSTRY ASSOC	Climate change and fishing industry liaison	Direct	2/6/11	30/4/12	\$60,000
QUEENSLAND SEAFOOD INDUSTRY ASSOC	Climate change and fishing industry Engagement Project 2012-13	Direct	1/5/12	30/4/13	\$66,000

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
RPS AUSTRALIA	Review of Climate Change and Environmental Impact Assessment and Management Process	Open	8/11/11	27/01/12	\$26,400
RUSSELL KELLY	Development of online Integrated Eye on the Reef Training program	Direct	8/6/11	30/3/12	\$71,500
SARA TRENERRY	2012 Reef Beat Education Resource	Direct	1/02/12	31/3/12	\$3,250
SOCIETY FOR THE CONSERVATION OF REEF FISH AGGREGATIONS	Spawning aggregation survey of specific reefs	Direct	Oct-11	Oct-11	\$2,990
STEPHEN RAAYMAKERS	Expert advice on specific ports and shipping issues	Direct	16/6/11	16/12/11	\$26,400
SQUIZ AUSTRALIA PTY LTD	Mobile Website Redevelopment	Direct	25/10/11	29/6/12	\$22,000
SQUIZ AUSTRALIA PTY LTD	Mobile Website Redevelopment	Direct	18/4/12	17/4/14	\$15,000
STEPHEN CROWTHER CONSULTING	Internal audit services 2011-12	Direct	1/1/12	30/6/12	\$30,500
TANGAROA BLUE FOUNDATION PTY LTD	Organisation & coordination of Yarrabah Beach Clean Up	Direct	Feb-12	Feb-12	\$1,288
THINK SPATIAL	Phase 2 Integrated Eye on the Reef database	Direct	1/4/11	23/5/12	\$97,306
THINK SPATIAL	Developing mobile phone application platforms, and photography and video	Direct	16/5/11	25/11/11	\$40,168



Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
	capability of the Integrated Eye on the Reef system				
THINK SPATIAL	Maintenance of the Integrated Eye on the Reef Information System of the GBRMPA server	Direct	22/6/11	23/5/14	\$11,950
THINK SPATIAL	Additional development to Integrated Eye on the Reef system	Direct	17/10/11	20/4/12	\$13,024
THINK SPATIAL	Changes to the Integrated Eye on the Reef System	Direct	30/1/12	17/10/12	\$10,163
THINK SPATIAL	Changes to the Integrated Eye on the Reef System	Direct	30/1/12	17/10/12	\$15,379
UNIVERSITY OF QUEENSLAND	Reef rescue marine monitoring program 2010/14	Direct	12/2/11	31/3/14	\$750,057
WUTHATHI LAND TRUST	Wuthathi TUMRA Implementation contract 2011/2012	Direct	4/5/12	29/6/12	\$99,000
WWF	Saltwater people managing Gunga in their Sea Country	Direct	23/6/11	30/6/12	\$55,000
YINTIJINGGA ABORIGINAL CORPORATION	Lama Lama TUMRA 2012-2017 Development Project Phase 2	Direct	27/4/12	29/6/12	\$54,960
YUKU BAJA MULIKU LANDOWNER AND RESERVES LTD	Yuku-Baja Muliku TUMRA 2012-2017 Development Project	Direct	26/03/12	29/6/12	\$61,400

Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
<b>TOTAL</b>					<b>\$8,358,165</b>

**Murray-Darling Basin Authority**

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
Environmental Compliance Advisory Services	Environmental compliance advisory services	Direct	27-Jul-11	15-Aug-11	\$34,875
Dean Craig Brown	Liaison services between MDBA and the Banking sector on the Proposed Draft Basin Plan	Direct	8-Jul-11	15-Jan-12	\$41,976
Sinclair Knight Merz Pty Ltd	Technical review of Phytoplankton and Macro invertebrate Water	Direct	9-Jul-11	29-Jul-11	\$37,188
Michael Jones	Environmental Works and Measures Program: Assistance with Operational Plans	Direct	7-Jul-11	30-Jun-12	\$32,560
RPS Aquaterra Pty Ltd	Independent Peer Review of the Loxton to Bookpurnong groundwater model	Open	1-Aug-11	2-Sep-11	\$24,750
Sinclair Knight Merz Pty Ltd	Independent Peer Review of the Loxton to Bookpurnong groundwater model	Open	21-Jul-11	2-Sep-11	\$25,838
Sinclair Knight Merz Pty Ltd	Independent Peer Review of the Morgan to Wellington groundwater model	Open	21-Jul-11	26-Jul-11	\$20,526
Jane Lennon and Associates Pty Ltd	Lake Victoria Advisory Committee Independent Member, Deputy Chair and Heritage Expert	Direct	1-Jul-11	30-Jun-13	\$88,000
Australian River Restoration Centre	Preparation of communications material in the form of short reviews of Phytoplankton and Macro invertebrate Water Quality Monitoring Reports	Direct	8-Aug-11	26-Aug-11	\$15,070

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
Jane Roberts	Lake Victoria Scientific Review Panel Member - Vegetation Ecologist	Direct	1-Jul-11	30-Jun-13	\$44,000
Colin Pardoe	Lake Victoria Advisory Committee Independent Member, Archaeologist and Cultural Heritage Expert	Direct	1-Jul-11	30-Jun-13	\$44,000
David Tongway	Lake Victoria Scientific Review Panel Member, Landscape Ecologist	Direct	1-Jul-11	30-Jun-13	\$44,000
Dr J Magee	Geomorphologist on the lake Victoria Scientific Reference Panel	Direct	1-Jul-11	30-Jun-13	\$44,000
Peter D Jackson	Interim consultancy support services for the Native Fish Strategy	Direct	10-Aug-11	20-Jan-12	\$55,000
Lloyd Environmental Pty Ltd	Water Quality Advisory Panel and Monitoring Program for 2011-12	Open	29-Jul-11	30-Jun-12	\$18,392
Newcastle Innovation Ltd	Understanding climate processes of high yield catchments in Eastern Australia	Direct	13-Sep-11	30-Jan-12	\$46,200
Robins Environmental Consulting	A scoping study on voluntary based governance tools to assist in natural resource management outcomes in the Murray-Darling Basin	Open	1-Sep-11	28-Feb-12	\$53,790
The Trustee for GI Family Trust trading as Syme and Nancarrow	Independent Scientific Review Panel for MDBA project Multiple benefits study of Basin Plan	Direct	26-Aug-11	27-Jan-12	\$25,000
Barma Water Resources Consulting Pty Ltd	Independent Scientific Review Panel for MDBA project Multiple benefits study of the	Direct	29-Aug-11	27-Jan-12	\$25,000

Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
	Basin Plan				
Griffith University	Independent Scientific Review Panel for MDBA project Multiple benefits study of the Basin Plan	Direct	14-Sep-11	27-Jan-12	\$25,000
Ecolnsights	Independent Scientific Review Panel for MDBA project Multiple benefits study of the Basin Plan	Direct	29-Aug-11	27-Jan-12	\$31,500
Centre for International Economics	Independent Scientific Review Panel for MDBA project Multiple benefits study of the Basin Plan" "	Direct	26-Aug-11	27-Jan-12	\$28,000
Greenfish Consulting	Provision of Technical Proofing and Administration Tasks to assist Publication of Native Fish Strategy Reports and Products	Direct	29-Aug-11	30-Jun-12	\$22,000
Tempo Strategies Pty Ltd	MDBA Strategic Plan	Direct	2-Sep-11	30-Nov-11	\$79,475
Kalf and Associates Pty Ltd	Independent Peer Review of the Eastern Mallee Model Version 2.3.1 (SEMMP2.3.1) report and results	Direct	19-Sep-11	20-Apr-12	\$38,238
Sinclair Knight Merz Pty Ltd	Reviewing and editing of BSMS Annual Implementation Report 2010-11	Direct	23-Sep-11	31-Jan-12	\$16,829
Barma Water Resources Pty Ltd	Environmental Hydrology and Modelling Services	Open	14-Nov-11	31-Dec-11	\$250,000
University of NSW	2011 Aerial Waterbird Survey of the Living Murray Icon sites	Open	14-Nov-11	30-Jun-12	\$42,757

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
Mackellar Consulting Group Pty Ltd	Advice on new or additional technical knowledge required to implement the MDB Environmental Watering	Open	23-Nov-11	30-Apr-12	\$32,999
Alluvium Consulting Pty Ltd	Review of current approaches to managing water for environmental benefit	Open	16-Jan-12	7-May-12	\$223,845
Arche Consulting Pty Ltd	Case studies of economic impacts of the Basin Plan for selected local areas within the Murray-Darling Basin	Open	10-Nov-11	28-Nov-11	\$58,072
Tempo Strategies Pty Ltd	MDBA Leadership Development Program	Open	21-Dec-11	30-Jun-14	\$201,850
Sefton and Associates PTY Ltd	Expert Facilitation Services for Engagement Activities 2011-12	Open	28-Nov-11	30-Apr-12	\$21,600
Parson Brinckerhoff Australia	Expert facilitation services for engagement activities 2011-12	Direct	28-Nov-11	30-Apr-12	\$15,535
Hyder Consulting Pty Ltd	Advisory Services for the Basin Plan Monitoring and Evaluation Program (MEP)	Open	20-Dec-11	30-Jun-12	\$96,921
Department of Agricultural Fisheries and Forestry	Advisory Services for the Basin Plan Monitoring and Evaluation Program (MEP)	Open	18-Jan-12	30-Jun-12	\$147,785
Murray Darling Freshwater Research Centre Pty Ltd	Water quality monitoring in the Lower Darling from Menindee Lakes to the Murray river 2011-12	Open	1-Dec-11	22-Jun-12	\$34,358
University of Melbourne Commercial Ltd	Analysis of the Lake Victoria Monitoring	Open	19-Jan-12	30-Jun-12	\$83,545

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
Sinclair Knight Merz Pty Ltd	Assessing the consistency of interim and transitional water resource plans and state legislation against the proposed Basin Plan water trading rules	Open	1-Feb-12	30-Apr-12	\$115,330
Mackellar Consulting Group Pty Ltd	Coordination of identification and prioritisation of MDBA Knowledge and Information Needs	Direct	24-Jan-12	31-Mar-12	\$54,945
Maywald Consultants Pty Ltd	Advice on MDBA engagement with South Australian stakeholders	Direct	23-Dec-11	27-Apr-12	\$60,000
Sinclair Knight Merz Pty Ltd	Independent Peer Review of the Waikerie to Morgan groundwater model report and results for entry into the MDBA Salinity Register	Direct	20-Jan-12	15-Apr-12	\$32,630
Catchment Management Consulting Pty Ltd	Technical advisory services for BSMS projects and rolling reviews of accountable actions in the salinity reg	Direct	14-Feb-12	27-Jun-12	\$54,000
Barma Water Resources Pty Ltd	Support to the Environmental Hydrology and Modelling team with preparation of documentation associated with the release of the proposed Basin Plan	Open	31-Jan-12	30-Jun-12	\$192,000
URS Australia Pty Ltd	Support to the Environmental Hydrology and Modelling team with preparation of documentation associated with the release of the proposal basin plan (2012)	Open	8-Feb-12	30-Jun-12	\$192,000
CSIRO Land & Water, CS Christian Lab	Rectify 4 flood inundation zones of RIM_FIM	Direct	15-Nov-11	30-Jun-12	\$87,590

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
Jim Birckhead	Indigenous Engagement on the Draft Basin Plan	Open	23-Jan-12	20-Apr-12	\$40,000
ImpaxSIA	Indigenous Engagement on Draft Basin Plan	Open	23-Jan-12	20-Apr-12	\$40,000
Janyne Sunbird Enterprises	Indigenous Engagement on the Draft Basin Plan	Open	23-Jan-12	20-Apr-12	\$40,000
Cultureshift	Indigenous Engagement on the Draft Basin Plan	Open	23-Jan-12	20-Apr-12	\$40,000
Sinclair Knight Merz Pty Ltd	An assessment of the costs and benefits of integrating the functions and assets of the Border Rivers Commission into the Murray-Darling Basin Authority	Select	30-Jan-12	15-Jun-12	\$79,910
Department of Sustainability and Environment	Riparian Restoration Experiment	Direct	20-Mar-12	30-Jun-12	\$102,000
Ethos CRS Consulting Pty Ltd	Support for development of the Environmental Watering Plan	Direct	3-Feb-12	30-May-12	\$35,000
Australian Government Solicitor	Provision of government and administrative law related legal services	Open	30-Jan-12	30-Jun-12	\$20,000
Black Dawson	Provision of government and administrative law related legal services	Open	1-Dec-11	29-Jun-12	\$15,000
Crystal Approach Pty Ltd	Support and Maintenance of the Submission Management system	Direct	13-Feb-12	31-May-12	\$20,000



<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
Australian Government Solicitor	Provision of government and administrative law related legal services	Open	18-Oct-11	30-Jun-12	\$20,000
Sinclair Knight Merz	Facilitation of conceptualisation of an Monitoring & Evaluation approach for the Murray-Darling Basin	Open	20-Feb-12	30-Apr-12	\$10,615
Anthony S Blunn	Conflict advisory services for members of the Murray-Darling Basin Authority	Direct	1-Mar-12	30-Jun-13	\$32,000
Inovact Consulting Pty Ltd	Review of the Native Fish Strategy Demonstration Reach Concept	Open	1-Feb-12	15-May-12	\$66,000
Sinclair Knight Merz	Synthesis of groundwater/surface water connectivity knowledge for the Murray-Darling Basin	Open	9-Jan-12	31-Jul-12	\$50,000
Australian Government Solicitor	Provision of government and administrative law related legal services	Open	27-Oct-11	30-Mar-12	\$23,000
Australian Government Solicitor	Provision of government and administrative law related legal services	Open	21-Feb-12	30-Jun-12	\$15,500
Reading Room Australia Pty Ltd	Design for the MDBA Intranet	Open	12-Mar-12	30-Apr-12	\$17,600
Peter D Jackson	Support for the Native Fish Strategy March to June 2012	Direct	20-Mar-12	30-Jun-12	\$27,500
NSW Public Works	Gunbower Forest Inflow Investigations	Direct	23-Mar-12	27-Apr-12	\$40,649
Australian Government	Provision of government and administrative	Open	3-Jan-12	30-Jun-13	\$90,000

Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
Solicitor	law related legal services				
Australian Water Quality Centre	Sustainable Rivers Audit Macro invertebrate Sampling, Lower Murray, South Australia	Direct	27-Mar-12	31-Aug-12	\$115,335
KPMG	Expert assistance to deliver an estimate of States implementation costs	Open	13-Mar-12	30-Jun-12	\$100,000
Australian Government Solicitor	government and administrative law related legal services	Open	13-Mar-12	30-Jun-12	\$318,846
Direct	Fish survey of Carrs, Cappitts and Bunberoo Creek system, Lower Murray New South Wales	Direct	26-Mar-12	7-May-12	\$17,070
Barma Water Resources Consulting Pty Ltd	Independent review of models to assess their compliance with the baseline conditions specified in the Basin Plan and estimating Baseline Diversion Limits	Open	2-Apr-12	18-Apr-12	\$35,000
Wayne Robinson	Review of the TLM Icon Site Condition Monitoring Plans	Select	27-Mar-12	15-Jun-12	\$42,470
Tim Cummins and Associates Pty Ltd	Development of draft guidelines in relation to Chapter 9 of the Basin Plan	Open	20-Mar-12	31-May-12	\$80,000
University of New England	Review the physical form assessments of 23 valleys of the Basin	Direct	27-Mar-12	4-Apr-12	\$11,800
Slim Rivers Pty Ltd	Review the physical form assessments of 13 valleys of the Basin	Direct	27-Mar-12	4-Apr-12	\$11,000

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
Jayne Sunbird	Indigenous Engagement on the Draft Basin Plan	Direct	28-Mar-12	20-Apr-12	\$25,000
Neilson Associates Pty Ltd	Provision of Independent advice on submissions	Direct	23-Apr-12	30-Jun-12	\$40,000
CSIRO Water for a Healthy Country flagship	Independent Peer Review of the Victoria's Register B 5-year reviews for catchments east of Nyah	Direct	14-Mar-12	30-Aug-12	\$74,470
Centre for International Economics	Independent Scientific Review Panel for MDBA Benefits Panel	Direct	26-Apr-12	30-Jun-12	\$25,100
Environmental and Resource Economics	Independent Scientific Review Panel for MDBA Benefits Projects	Direct	29-Apr-12	30-Jun-12	\$25,100
<b>TOTAL</b>					<b>\$4,704,934</b>

**Bureau of Meteorology**

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
UNIVERSITY OF NEW SOUTH WALES	Provision of an experimental Stream flow Prediction at Decadal and inter Decadal timescales	Direct	26-Oct-11	30-Jun-12	\$62,920
UNIVERSITY OF QUEENSLAND	Pacific Islands Climate Prediction project Consultancy	Direct	15-May-11	30-Jun-12	\$55,000
SINCLAIR KNIGHT MERZ	Drought Monitoring and Prediction Service Concept Paper	Open	05-Jun-12	30-Jun-12	\$54,000
<b>TOTAL</b>					<b>\$171,920</b>

**National Water Commission**

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
Allevium Consulting Australia	Evaluation of Caring for our Country Outcomes at Ramsar and non-Ramsar High Ecological Value Aquatic Ecosystems between 2008-2013	Select	14/6/2012	15/12/2012	\$140,788
Australian Bureau of Agricultural and Resource Economics and Sciences	Development and production of mapping for the <i>Australian Water Markets Report 2010-11</i>	Open	22/09/2011	30/10/2011	\$86,240
Charles Darwin University	Collection of data, data analysis model design, data analysis and reporting for the Northern Territory input to the <i>Investigating Low Flows for Improved Water Planning and Management</i> project	Direct	5/09/2011	20/12/2011	\$77,000
Deloitte Touche Tohmatsu	Development and production of <i>Australian Water Markets: Trends and Drivers 2010-11</i> report	Open	1/09/2011	28/10/2011	\$80,650
Deloitte Touche Tohmatsu	Conduct of peer review of <i>Review of Australian Water Market Development</i> report	Open	26/09/2011	30/09/2011	\$12,680
Deloitte Touche Tohmatsu	Development of <i>National Performance Report 2010-11: urban water utilities</i> , including analysis of water utilities' performance data	Open	19/10/2011	31/03/2012	\$81,165
Deloitte Touche Tohmatsu	Conduct of peer review of <i>Review of Australian Water Market Development</i> report	Open	16/12/2011	21/12/2011	\$12,680

Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
eWater Limited	Evaluation of Caring for Country outcomes at priority Coastal Hotspots, including two case studies, between 2008-2013	Select	15/6/2012	15/12/2012	\$98,678
Frontier Economics Pty Ltd	Provision of a series of case studies looking at the impacts and benefits of water trading for individual rural water users in the Murray Darling Basin	Open	10/07/2011	17/08/2011	\$61,945
Frontier Economics Pty Ltd	Development of a series of case studies looking at the impacts and benefits of water trading for rural water-dependent industries in the Murray Darling Basin	Open	10/07/2011	2/09/2011	\$97,785
Frontier Economics Pty Ltd	Provision of project management, stakeholder engagement, research, analysis and report writing services for production of reports on water and climate change policy	Open	6/10/2011	31/03/2012	\$660,000
Frontier Economics Pty Ltd	Conduct of peer review of the <i>Australian water markets: trends and drivers 2010-11</i> report	Open	28/10/2011	31/10/2011	\$10,395
Halcrow Pacific Pty Ltd	Development of <i>National Performance Report 2010-11: rural service providers</i> including analysis of water service providers performance data	Open	18/10/2011	31/03/2012	\$85,952
Hamstead Consulting	Provision of expert technical advice, project direction and peer review for the <i>Improving the Effectiveness of Water Allocation Planning</i> project	Open	22/07/2011	31/03/2012	\$23,232

Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
Hamstead Consulting Pty Ltd	Provision of technical expertise and advice on the multijurisdictional water planning booklet <i>Recognizing Ecosystem Services in Water Planning</i>	Open	7/10/2011	30/12/2011	\$10,000
Marsden Jacob Associates	Conduct of scoping study to identify quantitative evaluation options for the <i>Raising National Water Standards</i> program	Direct	14/12/2011	10/02/2012	\$25,000
Paul Wettin	Provision of technical advice on draft reports and strategic direction for the <i>Investigating Low Flows for Improved Water Planning and Management</i> project	Direct	6/10/2011	30/12/2011	\$44,000
PriceWaterhouseCoopers	Development of summary and presentation materials for the <i>Strengthening Australia's Water Markets</i> report for knowledge adoption purposes.	Open	7/07/2011	11/07/2011	\$31,000
PriceWaterhouseCoopers	Conduct of a peer review of the <i>Review of Australian Water Market Development</i> report	Open	26/09/2011	30/09/2011	\$14,487
Richard Davis Canberra Pty Ltd	Provision of advice, guidance and reporting for the re-scoped project <i>National Inventory of Stressed Water Systems</i>	Direct	15/09/2011	30/03/2012	\$79,250
RPS Aquaterra Pty Ltd	Provision of technical advice as a member of the steering committee for the national groundwater modelling guidelines	Open	7/07/2011	30/04/2012	\$12,100
Sinclair Knight Merz Pty Ltd	Preparation of managed aquifer recharge synthesis report and associated promotional material	Open	23/09/2011	18/11/2011	\$109,256

Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
State of New South Wales - Department of Trade and Investment, Regional Infrastructure and Service	Analysis and provision of advice and a report on the ecological response and recovery framework and hydrology modelling guidelines in relation to the New South Wales component of the <i>Investigating Low Flows for Improved Water Planning and Management</i> project	Direct	15/09/2011	24/12/2011	\$77,000
State of Queensland- Department of Environment and Resources Management	Provision of data and expertise to investigate the ecological response to low flows on zero river flows and report on methods and findings	Direct	13/10/2011	24/12/2011	\$77,000
Stellar Advisory Services	Participation in an independent panel review of preliminary results for a national inventory of water stressed catchments and aquifers	Direct	19/07/2011	30/12/2011	\$18,000
The Australian National University	Investigation of a new approach to monitoring groundwater using gravity recovery and climate experiment satellites to determine the potential for remote sensed data to complement traditional direct observations	Direct	9/09/2011	14/12/2011	\$319,000
University of Technology Sydney	Development and production of <i>Recognising Ecosystems Services in Water Planning Handbook</i>	Open	26/09/2011	20/12/2011	\$129,794
Arup Pty Limited	Development of a community water planner capacity building program for remote communities in South Australia	Open	23/01/2012	30/04/2012	\$38,500



<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
Murdoch University	Peer review of reports Quantifying the ecological reponse to low flows, Low flow hydrological classification, Monitoring to quantify the ecological response to low flows.	Direct	15/12/2011	15/01/2012	\$16,368
Griffith University	Provision of data and expertise on low flows in the Victoria	Direct	14/10/2011	24/12/2011	\$72,000
Deloitte Touche Tohmatsu	Peer review of the Water and climate policy: impacts and responses draft report	Open	14/03/2012	29/02/2012	\$12,160
PriceWaterhouseCoopers	Peer review of the Water and climate policy: impacts and responses draft report	Open	13/03/2012	29/02/2012	\$14,393
Alluvium Consulting Australia Pty Ltd	Conduct of a scoping study for web-based interactive Australian environmental water management report	Open	14/03/2012	16/03/2012	\$11,616
Australian Bureau of Agricultural Resource Economics Science	Development of maps for inclusion in the 2010-11 National Performance Report showing locations of all reporting entities	Direct	24/02/2012	24/02/2012	\$10,200
Synexe Consulting Pty Ltd	Preparation of a report on the outcomes of the First Peoples' Water Engagement Council and the First Peoples National Water Summit	Direct	27/02/2012	31/05/2012	\$38,500
LawLab Pty Ltd	Development of conceptual options for an indigenous economic water fund	Direct	23/04/2012	23/04/2012	\$74,812
Bureau of Meteorology	To identify and populate hydrological indicators of water stress in catchments and aquifers across Australia	Direct	16/11/2009	31/12/2011	\$396,083

Name	Description	Procurement Method	Start Date	End Date	Contract Value (GST inclusive)
Robyn Grey-Gardner	Development of an urban water reform synthesis paper	Direct	30/12/2011	2/03/2012	\$30,000
<b>TOTAL</b>					<b>\$3,189,709</b>

**Sydney Harbour Federation Trust**

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
Acu-Vib Electronics	Acoustic/noise management consulting services for events	Direct	01-Aug-11	15-Sep-11	\$825
AHMS Pty Ltd	High Voltage works advice for Platypus project	Direct	14-Sep-11	30-Sep-11	\$1,020
Aspect Studios Pty Ltd	Landscape Concept Design for Platypus Project	Select	17-May-12	17-Jun-12	\$3,000
Australian Government Solicitor, Canberra	Legal Advice re NSW Food Act Powers	Select	01-Sep-11	20-Sep-11	\$3,768
Australian Government Solicitor, Sydney	Legal Advice re Child Care legislation	Select	15-Nov-11	30-Nov-11	\$3,315
Australian Government Solicitor, Sydney	Legal Advice re CAC Act Powers	Select	01-Aug-11	21-Aug-11	\$1,785
Australian Government Solicitor, Sydney	Legal Advice re Chief Executive Powers	Select	15-Jul-11	22-Jul-11	\$1,785
Australian Government Solicitor, Sydney	Legal Advice re WHS Act	Select	01-Aug-11	30-Jun-12	\$4,340
Bartier Perry Pty Ltd	Legal Advice re proposed tenancy agreement	Select	10-Jan-12	30-Jun-12	\$28,629
Benbow Environmental	Noise management consultant for 2011 Outpost Festival	Direct	04-Nov-11	14-Dec-11	\$2,325
Bill Jabro Consulting Engineers	Review of air conditioning design for ASOPA project	Direct	01-Dec-11	20-Jan-12	\$8,700

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
Blackett Maguire & Goldsmith	Building Code consulting services for proposed café	Direct	01-Feb-12	31-Mar-12	\$2,450
Butcher, Peter	Feasibility study research for ferry service	Direct	01-Jun-12	31-Aug-12	\$4,785
Coffey Environments Australia Pty Ltd	Remediation advice various Trust sites.	Select	01-Jul-11	30-Jun-12	\$54,062
Colliers International Pty Ltd	Provision of property valuation advice	Select	01-Jul-11	30-Sep-11	\$5,000
Conybeare Morrison International Pty Ltd	Architectural Services for ASOPA Project	Open	18-Jan-11	15-Aug-11	\$16,247
E3 Consulting Australia P/L	Platypus remediation various environmental advisory services	Direct	01-Jul-11	30-Jun-12	\$2,682
E3 Consulting Australia P/L	Platypus additional drilling and environmental investigation - Northern Boundary	Select	01-Jul-11	30-Jun-12	\$77,878
E3 Consulting Australia P/L	Platypus Containment Structure Design Services	Select	01-Jul-11	30-Jun-12	\$29,602
E3 Consulting Australia P/L	Platypus Seepage Collection System Design Review	Select	01-Jul-11	30-Jun-12	\$34,300
E3 Consulting Australia P/L	Platypus Driveway Remediation Investigation	Select	01-Jul-11	30-Jun-12	\$15,100
E3 Consulting Australia P/L	Platypus Building 2 Seepage and Vapour Assessment	Select	01-Jul-11	30-Jun-12	\$17,065
E3 Consulting Australia P/L	Platypus Remediation Action Plan Review for 24 Adderstone Ave	Select	01-Jul-11	30-Jun-12	\$11,470
E3 Consulting Australia P/L	Platypus Stabilisation Treatment Trial	Select	01-Jul-11	30-Jun-12	\$26,138

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
E3 Consulting Australia P/L	Platypus Investigation of 24 Adderstone Remediation	Select	01-Jul-11	30-Jun-12	\$66,975
E3 Consulting Australia P/L	Platypus Seawall and Cliff Line Tar Investigations	Direct	01-Jul-11	30-Jun-12	\$9,323
E3 Consulting Australia P/L	Platypus, review of prior Investigation Reports	Select	01-Jul-11	30-Jun-12	\$2,375
E3 Consulting Australia P/L	Platypus advice on Retort House Remediation	Direct	01-Jul-11	30-Jun-12	\$4,170
E3 Consulting Australia P/L	Platypus pre-Validation Investigations, Northern Portion of Site	Select	01-Jul-11	30-Jun-12	\$9,188
E3 Consulting Australia P/L	Platypus Retort House Fill Material Investigation	Direct	01-Jul-11	30-Jun-12	\$3,785
E3 Consulting Australia P/L	Platypus Soil stabilisation Treatment Trials	Select	01-Jul-11	30-Jun-12	\$7,740
Emma Beattie	Scoping study for photography residency	Direct	06-Feb-12	17-Feb-12	\$1,793
Emma Beattie	Report on Guest experience, Recommendation & Ideation to increase occupancy	Direct	14-Nov-11	24-Nov-11	\$1,809
Environ Australia Pty Ltd	Camouflage tanks site contamination audit	Direct	07-Oct-11	30-Jun-12	\$6,778
Environmental Resources Management Australia	Platypus, Building 3 Investigation	Direct	01-Jul-11	30-Jun-12	\$1,642
Environmental Resources Management Australia	Platypus, North Boundary Investigation	Direct	01-Jul-11	30-Jun-12	\$2,030
Environmental Resources Management Australia	Platypus North Boundary - 24 Adderstone Ave Supplemental Investigation	Direct	01-Jul-11	30-Jun-12	\$3,019

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
Environmental Risk Sciences Pty Ltd	Presentation of information session for the Platypus remediation project team	Direct	08-Nov-11	08-Nov-11	\$1,760
Finikiotis & Father	Tax Advice - Foreign Resident Withholding Tax	Direct	24-Aug-11	26-Aug-11	\$450
Food Consultants Australia	Consultancy on Cockatoo Island Cafe	Select	14-Mar-12	13-Apr-12	\$24,215
GHD Pty Ltd	Woolwich Dock Geotechnical Assessment	Direct	10-May-11	15-Jul-11	\$13,636
Godden Mackay Logan	Heritage Consultants HMAS Platypus Historical Research	Direct	12-Sep-11	16-Sep-11	\$970
Hibbs & Associates Pty Ltd	Hazardous material remediation at North Head	Direct	08-Aug-11	11-Aug-11	\$2,285
Hibbs & Associates Pty Ltd	Cockatoo Island Hazardous Materials Assessment	Select	30-Sep-11	01-Feb-12	\$11,252
Hibbs & Associates Pty Ltd	Environmental consulting - Georges Heights, Internal Fuel Bunker	Direct	13-Feb-12	22-Feb-12	\$3,460
James Ingram Inc	Food and Beverage Feasibility and Operational Advisory Services	Select	01-May-12	30-Jun-12	\$52,400
Julia Kate Mountstephens	Architectural Services, Middle Head Cafe	Direct	15-Mar-12	30-Apr-12	\$15,875
Mixitup Enterprise Pty Ltd	Event Sponsorship Sourcing and Advisory Services	Direct	06-Jun-12	15-Dec-12	\$15,000
Moores Legal Pty Ltd	Platypus Legal Services	Direct	01-Aug-11	25-Mar-11	\$44,378
Mott MacDonald Hughes Trueman Pty Ltd	Platypus, Civil and structural design for seepage collection system.	Select	15-Aug-11	14-Sep-11	\$37,562

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
NGH Environmental (Sydney) Pty Ltd	Platypus, Professional services to relocate seahorses during works	Direct	29-Aug-11	02-Sep-11	\$4,010
Noel Arnold & Associates Pty Ltd	Building Inspection and Certification Services	Direct	10-Aug-11	17-Aug-11	\$3,000
OHM Consultants (David M McBeath)	Volunteer works oversight and management program	Open	01-May-11	31-Jul-11	\$18,892
PAE Holmes	Platypus, Air Quality Consulting Services	Open	01-Jul-11	30-Oct-11	\$49,584
PAJI Pty Ltd	Probity Advisory Services for Leasing Tenders	Direct	19-Mar-12	26-Mar-12	\$5,629
Parsons Brinckerhoff Australia Pty Ltd	Update & review of the HMAS Platypus Remedial Action Plan	Direct	13-Feb-12	16-Feb-12	\$4,810
Partridge Partners	Design & Documentation, Middle Head Cafe	Select	25-Jun-11	20-Dec-11	\$8,395
Partridge Partners	Building Code of Australia Inspection & Certification Services	Select	01-Nov-11	05-Nov-11	\$1,500
Present Company Pty Ltd	Social Media Management and advisory services	Select	01-Apr-12	15-Dec-12	\$7,500
Rapp Collins (DDB Group)	Web Based Media Strategy Development for Trust Rebranding project	Direct	01-May-12	30-Sep-12	\$24,387
Richard Harrison	Construction Management Services, Outpost Street Art Festival	Direct	01-Jul-11	30-Nov-11	\$24,895
Robinson Legal	Legal advice regarding Leasing Matters	Direct	01-Jul-11	30-Jun-12	\$14,702
Roslyn Baker	Production, marketing & merchandising services for Outpost Festival	Direct	15-Sep-11	17-Sep-11	\$1,800

<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
Ryall Environmental Pty Limited	Platypus, environmental and remediation advice	Direct	01-Jul-11	30-Jun-12	\$37,240
Safe Food Australia Pty Ltd	Food Safety Auditing services	Open	01-Jul-11	30-Jun-12	\$3,582
SDA Structures Pty Ltd	Structural engineering advisory services	Select	07-Jul-11	09-Aug-11	\$15,468
Sinclair Knight Merz Pty Ltd	Independent Contaminated Land Auditor for Macquarie Lighthouse	Direct	01-Jul-11	15-Aug-11	\$21,363
Steve Watson & Partners Pty Ltd	Building Code Compliance inspections	Select	15-Apr-12	07-May-12	\$11,900
Terkes Consultancy Pty Ltd	Commercial Partnership Program Development	Direct	01-Jul-11	30-Oct-11	\$14,800
Todoroski Air Sciences Pty Ltd	Platypus remediation project air monitoring services	Direct	01-Jul-11	30-Jun-12	\$10,230
Token Imagination	Creative Concept Development for OutPost 2013	Direct	04-Mar-12	20-Mar-12	\$1,000
Travers Environmental Pty Ltd	Flora and Fauna survey of the Former fuel tanks at Georges Heights	Select	01-Dec-11	24-Dec-11	\$7,890
Tronodor Pty Ltd ( T/A Eckfactor)	Media Management and Advisory Services	Select	01-Jul-11	30-Jun-12	\$75,198
Umow Lai Enginuity Pty Ltd	Electrical and Structural Engineering Advisory Services	Direct	01-Aug-11	30-Nov-11	\$3,371
VonMuenster Solicitor & Attorneys	Legal Services in Relation to Competitions	Direct	01-Jul-11	30-Jun-12	\$3,950



<b>Name</b>	<b>Description</b>	<b>Procurement Method</b>	<b>Start Date</b>	<b>End Date</b>	<b>Contract Value (GST inclusive)</b>
Wallis & Spratt P/L	Engineering Advisory Services, Middle Head Café	Direct	06-Feb-12	15-Feb-12	\$7,040
Waterfield Consulting	Organisational Strategy Development Facilitation	Direct	01-May-12	15-May-12	\$7,000
Wilkinson Murray (Sydney) Pty Ltd	Platypus, Construction Noise Monitoring Services	Select	01-Jul-11	30-Jun-12	\$2,800
Woolacotts Consulting Engineers Pty Ltd	Engineering Advisory Services, Woolwich Dock	Direct	01-Sep-11	21-Sep-11	\$15,288
Woolacotts Consulting Engineers Pty Ltd	Engineering Advisory Services, Middle Head Car Park	Select	10-Jul-11	20-Aug-11	\$13,937
Woolacotts Consulting Engineers Pty	Engineering Advisory Services, North Fort Car Park design	Select	12-Aug-11	31-Aug-11	\$13,000
Worley Parsons Services Pty Ltd	Platypus, wharf remediation engineering services	Direct	07-Oct-11	18-Nov-11	\$5,445
<b>TOTAL</b>					<b>\$1,139,747</b>

*Department of Sustainability, Environment, Water, Population and Communities*

Name	Description	Procurement Method	Approximate Start Date	Approximate Contract Value (GST inclusive)	Published in Annual Procurement Plan
TBA	Provision of Accounting Advice in relation to Water Assets for 2012-2013 financial year	TBA	March 2013	\$26,400	No
TBA	Provision of a report regarding seismic surveys	TBA	September 2012	\$8,000	No
TBA	Stakeholder scan for regional sustainability planning in the Lower Hunter	TBA	August 2012	\$5,000	No
TBA	Industry research report - synthetic greenhouse gases	TBA	Oct - Dec 2012	TBA	Yes
TBA	Research report on goods that contain synthetic greenhouse gases	TBA	Oct - Dec 2012	TBA	Yes
TBA	Examination of synthetic greenhouse gas carbon pricing options for foams	TBA	Oct - Dec 2012	TBA	Yes
TBA	An experienced NRM and public policy expert is required to compile a synthesis chapter as part of the Caring for our Country Achievements Report	TBA	October 2012	TBA	No
TBA	Provision of a transition framework for <i>Environment Protection and Biodiversity Conservation Act</i> regulatory reform	APSC Panel	August 2012	\$26,650	No
TBA	Preparation of the 5th Report to the United Nations Convention to Combat Desertification	TBA	August 2012	\$30,470	No

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

**Program: Division or Agency:** Corporate: CSD **Question 172**  
**No:**

**Topic:** Portfolio Wide – Social media protocols

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Fisher asked:**

1. Has there been any changes to department and agency social media or protocols about staff access and useage of Youtube; online social media, such as Facebook, MySpace and Twitter; and access to online discussions forums and blogs since publication of the Australian Public Service Commission's Circular 2012/1: Revisions to the Commission's guidance on making public comment and participating online? If yes, please explain and provide copies of any advice that has been issue. If no, please explain why not.

**Answer:**

1.

***Department of Sustainability, Environment, Water, Population and Communities***<sup>1</sup>

There has been no change to departmental policies that deal with the use of social media both for business and private use. The policies remain consistent with the Australian Public Service Commission's Circular 2012/1.

<sup>1</sup> Includes information for the Director of National Parks

***Bureau of Meteorology***

There have been no changes to the Bureau of Meteorology's (the Bureau) social media or protocols as a result of the issuing of the Australian Public Service Commission's Circular 2012/1.

The Bureau had previously developed a set of guidelines on the use of social media. The existence of these guidelines was advised to all staff in an email from the Deputy Director (Corporate) on 14 February 2011.

***Great Barrier Reef Marine Park Authority***

No. The Great Barrier Reef Marine Park Authority has not had to change its protocols as they were already consistent with the revised policy.

***Murray Darling Basin Authority***

No. The Murray Darling Basin Authority's social media guidance has already been updated to include the Australian Public Service Commission's Circular.

### ***National Water Commission***

The National Water Commission (the Commission) updated its social media policy for compliance with the guidelines set out in Australian Public Service Commission's Circular 2012/1.

### ***Sydney Harbour Federation Trust***

There have been no changes to the Sydney Harbour Federation Trust's social media or protocols as a result of the issuing of the Australian Public Service Commission's Circular 2012/1.

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

**Program: Division or Agency:** Corporate: CSD **Question 173**  
**No:**

**Topic:** Portfolio Wide - Contractors

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Fisher asked:**

For this financial year to date:

1. Has the department/agency ever employed Hawker Britton in any capacity or is it considering employing Hawker Britton? If yes, provide details (including the work undertaken and the cost).
2. Has the department/agency ever employed Shannon's Way in any capacity or is it considering employing Shannon's Way? If yes, provide details (including the work undertaken and the cost).
3. Has the department/agency ever employed John Utting & UMR Research Group in any capacity or is it considering employing John Utting & UMR Research Group? If yes, provide details (including the work undertaken and the cost).
4. Has the department/agency ever employed McCann-Erickson in any capacity or is it considering employing McCann-Erickson? If yes, provide details (including the work undertaken and the cost).
5. Has the department/agency ever employed Cutting Edge in any capacity or is it considering employing Cutting Edge? If yes, provide details (including the work undertaken and the cost).
6. Has the department/agency ever employed Ikon Communications in any capacity or is it considering employing Ikon Communications? If yes, provide details (including the work undertaken and the cost).
7. Has the department/agency ever employed CMAX Communications in any capacity or is it considering employing CMAX Communications? If yes, provide details (including the work undertaken and the cost).
8. Has the department/agency ever employed Boston Consulting Group in any capacity or is it considering employing Boston Consulting Group? If yes, provide details (including the work undertaken and the cost).
9. Has the department/agency ever employed McKinsey & Company in any capacity or is it considering employing McKinsey & Company? If yes, provide details.
10. What contractors have been employed by the department/agency? If yes, provide details (including the work undertaken and the cost).

**Answer:**

1. No.
2. No.
3. No.
4. No.
5. No.
6. No.
7. No.
8. No.
9. No.
10. With the exception of the Great Barrier Reef Marine Park Authority (GBRMPA), the Department of Sustainability, Environment, Water, Population and Communities (the department) does not track individual contractors employed within the department/agencies. Contractors are engaged directly by business areas and not through a coordinated, central point of contact.

As at 30 April 2012, GBRMPA has eight temporary employment agency staff engaged in office support roles. Cost for contract staff to 30 April 2012 was \$598,333.

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

**Program: Division or Agency:** Corporate: CSD **Question 174**  
**No:**

**Topic:** Portfolio Wide – Discretionary grants

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Fisher asked:**

1. Could the Department provide a list of all discretionary grants, including ad hoc and one-off grants for this financial year to date? Please provide details of the recipients, the intended use of the grants and what locations have benefited from the grants.
2. Has the Department complied with interim requirements relating to the publication of discretionary grants?

**Answer:**

1. The Department of Sustainability, Environment, Water, Population and Communities (the department) and its portfolio agencies have published details of all grants on their websites at:
  - <http://www.environment.gov.au/about/grants/index.html>;
  - <http://www.nwc.gov.au/commission/corporate/reporting-requirements/reporting-requirements-grants-reporting>;
  - <http://www.gbrmpa.gov.au/our-partners/traditional-owners/reef-rescue/sea-country-partnerships-grants-program-2011-2012>; and
  - <http://www.bom.gov.au/water/regulations/fundingProgram/index.shtml>.
2. From January 2009, the department and its portfolio agencies have published on their websites, information on individual grants in compliance with:
  - the interim reporting requirements set out in the Finance Minister's Instructions of 16 January 2009; and
  - the reporting requirements under the Commonwealth Grant Guidelines 2009.

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

**Program: Division or Agency:** Corporate: CSD **Question 175**  
**No:**

**Topic:** Portfolio Wide – Government  
payment of accounts

**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)?
  - a. If not, why not? Provide details, including 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)
  - b. 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?
  - c. Where interest is being paid, what rate of interest is being paid and how is this rate determined?

**Answer:**

***The Department of Sustainability, Environment, Water, Population and Communities***

1. Yes.
  - a. Not applicable.
  - b. No.
  - c. Not applicable

***Director of National Parks***

1. Yes.
  - a. Not applicable.
  - b. No.
  - c. Not applicable.



***Great Barrier Reef Marine Park Authority***

1. No.
  - a. 89.5 per cent of payments have been paid within 30 days, and almost all payments are paid within 45 days.
  - b. No.
  - c. Not applicable.

***National Water Commission***

1. Yes.
  - a. Not applicable.
  - b. No.
  - c. Not applicable.

***Sydney Harbour Federation Trust***

1. Yes.
  - a. Not applicable.
  - b. No.
  - c. Not applicable.

***Bureau of Meteorology***

1. Yes.
  - a. Not applicable.
  - b. No
  - c. Not applicable.

***Murray Darling Basin Authority***

1. Yes.
  - a. Not applicable.
  - b. No.
  - c. Not applicable.

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

**Program: Division or Agency:** Corporate: CSD

**Question 176  
No:**

**Topic:** Portfolio Wide – Stationery costs

**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?
2. What is the department/agency's stationery costs for the financial year to date?
3. What was the department/agency's stationery costs for 2009-10 and 2010-11?

**Answer:**

1. The 2011-12 year to date expenditure as at 30 April 2012 (including GST) for these items to the nearest dollar are:

Item	Minister Burke's Office \$	Parliamentary Secretary Farrell's Office \$
<b>Total</b>	15,748.00	1,193.00

2-3. See table below:

Agency	2. \$ YTD FY 2011-12	3. \$ FY 2010-11	3. \$ FY 2009-10
The Department of Sustainability, Environment, Water, Population and Communities	608,004	770,960	1,293,169
Director National Parks	306,849	509,602	\$349,035
National Water Commission	21,670	32,851	32,660
Sydney Harbour Federation Trust	56,153.00	59,002.00	74,410.00
Murray Darling Basin Authority	86,294	143,038	160,732
Great Barrier Reef Maritime Park Authority	41,914	51,635	61,788
Bureau of Meteorology	203,218	267,344	265,177

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

**Program: Division or Agency:** Corporate: CSD **Question 177**  
**No:**

**Topic:** Portfolio Wide – Media subscriptions

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Fisher asked:**

1. Has there been any change to your pay TV subscription since the 2011-12 Additional Estimates (February 2012)?
  - a. If yes, please provide the reason why, the cost and what channels.
  - b. What is the cost for this financial year to date?
2. Has there been any change to your newspaper subscriptions since the 2011-12 Additional Estimates (February 2012)?
  - a. If yes, please provide the reason why, the cost and what newspapers.
  - b. What is the cost for this financial year to date?
3. Has there been any change to your magazine subscriptions since the 2011-12 Additional Estimates (February 2012)?
  - a. If yes, please provide the reason why, the cost and what magazines.
  - b. What is the cost for this financial year to date?

**Answer: (Year to date based on 30 April reporting period)**

***Department of Sustainability, Environment, Water, Population and Communities***

1. No.
  - a. Not applicable.
  - b. The total cost for pay TV subscriptions for the financial year to date is \$8,007.
2. No.
  - a. Not applicable.
  - b. The total cost for newspaper subscriptions for the financial year to date is \$45,710.
3. No.
  - a. Not applicable.
  - b. The total cost for magazine/journal/periodical subscriptions for the financial year to date is \$270,814.

***Bureau of Meteorology***

1. No.
  - a. Not applicable.
  - b. The total cost for pay TV subscriptions for the financial year to date is \$5,438.
2. Yes.
  - a. The Bureau of Meteorology's Meteorological Library has added a subscription to The Age at the cost of \$325. This is to ensure the Library has up to date subscriptions with all Melbourne daily newspapers.
  - b. The total cost for newspaper subscriptions for the financial year to date is \$3,497.
3. Yes.
  - a. The Bureau of Meteorology has added subscriptions to magazines PC User and Army News for operational reasons.
  - b. The total cost for magazine subscriptions for the financial year to date is \$20,869.

***Director of National Parks***

1. No.
  - a. Not applicable.
  - b. Not applicable.
2. No.
  - a. Not applicable.
  - b. The total cost for newspaper subscriptions for the financial year to date is \$821.
3. No.
  - a. Not applicable.
  - b. The total cost for magazine subscriptions for the financial year to date is \$135.

***Great Barrier Reef Marine Park Authority***

1. No.
  - a. Not applicable.
  - b. Not applicable.
2. No.
  - a. Not applicable.
  - b. Not applicable.

3. No.
  - a. Not applicable.
  - b. The total cost for magazine subscriptions for the financial year to date is \$62,590.

***Murray Darling Basin Authority***

1. No.
  - a. Not applicable
  - b. Not applicable
2. No.
  - a. Not applicable
  - b. The cost of newspaper subscriptions for the financial year to 21 May 2012 is \$6,543. (GST exclusive).
3. No.
  - a. Not applicable.
  - b. The cost of magazine subscriptions for the financial year to 21 May 2012 is \$31,743 (GST exclusive).

***National Water Commission***

1. Yes.
  - a. All pay TV subscription services have been cancelled.
  - b. The total cost for pay TV subscriptions for the financial year to date is \$2,150.
2. No.
  - a. Not applicable.
  - b. The total cost for newspaper subscriptions for the financial year to date is \$5,334.
3. No.
  - a. Not applicable.
  - b. The total cost for magazine subscriptions for the financial year to date is \$2,198.

***Sydney Harbour Federation Trust***

1. No.
  - a. Not applicable.
  - b. Not applicable.

2. No.
  - a. Not applicable.
  - b. The total cost for newspaper subscriptions for the financial year to date is \$780.
3. No.
  - a. Not applicable.
  - b. Not applicable.

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

**Program: Division or Agency:** Corporate: CSD **Question No:** 178

**Topic:** Portfolio Wide – Education expenses

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Fisher asked:**

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

**Answer:**

1.

***Department of Sustainability, Environment, Water, Population and Communities***<sup>1</sup>

The Department of Sustainability, Environment, Water, Population and Communities (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.

The department currently does not have a mechanism to fully capture and centrally record details 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. 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 2a 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 2b 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.

<sup>1</sup> Includes information for the Director of National Parks.

### ***Bureau of Meteorology***

The Bureau of Meteorology's (the Bureau) guidelines for formal study are presented as "Study-bank" Policy and Procedures. Study-bank aims to enable and encourage staff to undertake formal secondary, tertiary and post-graduate study activities. Only approved students are eligible for study leave.

In broad terms the objectives of Study-bank are to:

- satisfy the Bureau's needs to achieve corporate goals, manage change and extend organisational effectiveness;
- improve an individual's current and future job performance;
- enhance an individual's adaptability and mobility within the Bureau and across the Australian Public Service (APS); and
- help the APS achieve its strategic objectives.

Study-bank achieves these aims and objectives by providing assistance at three different levels:

- approval of student/scheme of study;
- four categories of study leave to cover regular weekly activities, irregular activities, travel to and from examinations or leave without pay to undertake full-time study; and
- financial assistance (in the form of a bursary to support approved study-related purposes).

### ***Great Barrier Reef Marine Park Authority***

The Great Barrier Reef Marine Park Authority (GBRMPA) offers up to three levels of study assistance:

- approval as a student, which gives access to apply for;
  - approval of leave; and
  - approval of financial assistance.

### ***Murray-Darling Basin Authority***

Study Assistance Guidelines are being reviewed in association with the latest Murray-Darling Basin Authority Enterprise Agreement. Refer to **Attachment A** for the current guidelines.



### **National Water Commission**

The National Water Commission's (the Commission) learning and development policy encourages the ongoing development of staff skills and capability to assist staff in the performance of their duties. Within agreed guidelines this could include reimbursement of fees for tertiary studies, access to study leave, and attendance at courses, workshops and conferences. Agreement to staff development is determined as part of the Commission's annual individual performance and development process.

### **Sydney Harbour Federation Trust**

The Sydney Harbour Federation Trust (the Trust) endeavours to provide opportunities for all employees to develop and enhance their skills and knowledge to meet the current and future needs of the Trust. The Trust's Enterprise Agreement (EA) also provides the opportunity for employees to undertake formal study in fields directly relevant to the Trust and which link to the achievement of its corporate goals. Study support through the EA provides both financial assistance, access to study and exam leave. All applications for study leave and support are approved by the Executive Director.

2.

### **Department of Sustainability, Environment, Water, Population and Communities<sup>1</sup>**

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

#### **General Courses**

Course type: Legislation and Decision Making in the APS.

Cost: \$7,930 (GST exclusive).

Number of participants: 40.

Cost per participant: \$198.

Classification of participants: APS1/2: 10, APS3: 1, APS 4: 7, APS5: 9, APS6: 7, EL1: 6.

Amount of study leave granted to each participant: 7 hours.

<b>APS1/2</b>	<b>APS3</b>	<b>APS4</b>	<b>APS5</b>	<b>APS6</b>	<b>EL1</b>
70 hours	7 hours	49 hours	63 hours	49 hours	42 hours

Reason for study: Training in administrative law in the APS and APS values and code of conduct.

Benefit for the department: Employees are more aware of the legal implications of their duties, at work and also out of work.

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

Cost: \$4,700 (GST exclusive).

Number of participants: 1.

Cost per participant: \$4,700.

Classification of participants: SES 1.

Amount of study leave granted to each participant: 6 days.

Reason for the study: Leadership and management theory.

Benefit to the department: Participants develop a solid understanding of contemporary leadership and management theory, enabling them to demonstrate best practice leadership and management behaviours within the department.

Course type: Indigenous Cultural Awareness Training.

Cost: \$7,563 (GST exclusive).

Number of participants: 23.

Cost per participant: \$329.

Classification of participants: APS1/2: 9, APS4: 2, APS5: 1, APS6: 5, EL1: 2, EL2: 2, unknown level: 2 (participants from Department of Agriculture, Fisheries and Forestry).

Amount of study leave granted to each participant: 7 hours.

<b>APS1/2</b>	<b>APS4</b>	<b>APS5</b>	<b>APS6</b>	<b>EL1</b>	<b>EL2</b>
63 hours	14 hours	7 hours	35 hours	14 hours	14 hours

Reason for the study: Indigenous cultural diversity training in line with APS requirements.

Benefit to the department: Staff develop a greater awareness of and appreciation for Indigenous culture, fostering positive relationships within the department.

Course type: Exploring the Value of Diversity.

Cost: \$25,422 (GST exclusive).

Number of participants: 80.

Cost per participant: \$318.

Classification of participants: APS1/2: 2, APS4: 18, APS5: 24, APS6: 12, EL1: 16, EL2: 5, POA3: 1, Unknown: 2.

Amount of study leave granted to each participant: 7 hours.

<b>APS1/2</b>	<b>APS4</b>	<b>APS5</b>	<b>APS6</b>	<b>EL1</b>	<b>EL2</b>	<b>PAO3</b>
14 hours	126 hours	168 hours	84 hours	112 hours	35 hours	7 hours

Reason for study: To increase self-awareness on attitudes to diversity and to gain some insight into strategies for inclusion.

Benefit to the department: Increased awareness throughout the department regarding the positive nature of diversity.

Course type: Leadership Development Program (Executive Levels 1 and 2 and some APS 6) and Building Productive Partnerships (APS levels).

Cost: \$241,716.

Cost per participant: \$1,965 approximately.

Number of participants: 123.

Name of provider: nCompassHR (now trading as Exceptional People).

Amount of study leave granted to each participant: 5 days to attend the Leadership Development Program, 3 days to attend Building Productive Partnerships.

Classification of participants: Leadership Development Program: EL2: 1, EL1: 20, APS6: 3; Building Productive Partnerships: APS 5: 22, APS 6: 71, EL1: 5, PAO 2:1.

Reason for the study: Development of leadership skills and behaviours.

Benefit to the department: To promote a consistent set of leadership practices and behaviours for the department's middle managers and to create a pool of talented leaders and supervisors.

### ***Graduate Education Expenses***

Course type: Interview Training.

Cost (GST exclusive): \$3,900.

Number of participants: 33.

Cost per participant: \$118.

Classification of participants: APS3.

Amount of study leave granted to each participant: 0.5 days.

Reason for the study: Core Graduate Learning and Development Program 2011.

Benefit to the department: The Graduate Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of graduates. The training course was determined as being necessary education for graduates' transition into the APS and the department.

Course type: The Australian Public Service Commission - Great Debate 2.

Cost (GST exclusive): \$3,272.

Number of participants: 24.

Cost per participant: \$136.

Classification of participants: APS3.

Amount of study leave granted to each participant: 0.5 days.

Reason for the study: Core Graduate Learning and Development Program 2011.

Benefit to the department: The Graduate Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of graduates. The training course was determined as being necessary education for graduates' transition into the APS and the department.

Course type: Approved individual learning and development education such as conferences, training courses, textbooks and accreditation - 2011 Graduate.

Cost (GST exclusive): \$16,364.

Number of participants: 12.

Cost per participant: \$1,364.

Classification of participants: APS3.

Amount of study leave granted to each participant: Varied.

Reason for the study: Individual graduate learning and development (funds approved on a case-by-case basis).

Benefit to the department: The Graduate Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of graduates. The training course was determined as being necessary education for graduates' transition into the APS and the department.

Course type: Graduate Induction.

Cost (GST exclusive): \$10,080.

Number of participants: 44.

Cost per participant: \$229.

Classification of participants: APS3.

Amount of study leave granted to each participant: 3 days.

Reason for the study: Core Graduate Learning and Development Program 2012.

Benefit to the department: The Graduate Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of graduates. The training course was determined as being necessary education for graduates' transition into the APS and the department.

Course type: Project Management.

Cost (GST exclusive): \$21,660.

Number of participants: 40.

Cost per participant: \$542.

Classification of participants: APS3.

Amount of study leave granted to each participant: 2 days.

Reason for the study: Core Graduate Learning and Development Program 2012.

Benefit to the department: The Graduate Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of graduates. The training course was determined as being necessary education for graduates' transition into the APS and the department.

Course type: Legislation and Decision Making in the APS.

Cost (GST exclusive): \$10,616.

Number of participants: 40.

Cost per participant: \$265.

Classification of participants: APS3.

Amount of study leave granted to each participant: 1 day.

Reason for the study: Core Graduate Learning and Development Program 2012.

Benefit to the department: The Graduate Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of graduates. The training course was determined as being necessary education for graduates' transition into the APS and the department.

Course type: Public Policy (Australian National Institute of Public Policy).

Cost (GST exclusive): \$50,000.

Number of participants: 40.

Cost per participant: \$1,250.

Classification of participants: APS3.

Amount of study leave granted to each participant: 2 days.

Reason for the study: Core Graduate Learning and Development Program 2012.

Benefit to the department: The Graduate Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of graduates. The training course was determined as being necessary education for graduates' transition into the APS and the department.

Course type: Business Communicating and Influencing.

Cost (GST exclusive): \$15,320.

Number of participants: 20.

Cost per participant: \$766.

Classification of participants: APS3.

Amount of study leave granted to each participant: 2 days.

Reason for the study: Core Graduate Learning and Development Program 2012..

Benefit to the department: The Graduate Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of graduates. The training course was determined as being necessary education for graduates' transition into the APS and the department.

Course type: Writing for the APS.

Cost (GST exclusive): \$26,436.

Number of participants: 40.

Cost per participant: \$661.

Classification of participants: APS3.

Amount of study leave granted to each participant: 1 day.

Reason for the study: Core Graduate Learning and Development Program 2012.

Benefit to the department: The Graduate Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of graduates. The training course was determined as being necessary education for graduates' transition into the APS and the department.

Course type: Workplace Diversity.

Cost (GST exclusive): \$12,069.

Number of participants: 40.

Cost per participant: \$302.

Classification of participants: APS3.

Amount of study leave granted to each participant: 1 day.

Reason for the study: Core Graduate Learning and Development Program 2012.

Benefit to the department: The Graduate Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of graduates. The training course was determined as being necessary education for graduates' transition into the APS and the department.

Course type: The Australian Public Service Commission - Great Debate.

Cost (GST exclusive): \$4,710.

Number of participants: 38.

Cost per participant: \$124.

Classification of participants: APS3.

Amount of study leave granted to each participant: 0.5 days.

Reason for the study: Core Graduate Learning and Development Program 2012.

Benefit to the department: The Graduate Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of graduates. The training course was determined as being necessary education for graduates' transition into the APS and the department.

Course type: Approved individual learning and development education such as conferences, training courses, textbooks and accreditation - 2012 Graduates.

Cost (GST exclusive): \$27,273.

Number of participants: 20.

Cost per participant: \$1,364.

Classification of participants: APS3.

Amount of study leave granted to each participant: Varied.

Reason for the study: Individual graduate learning and development (funds approved on a case-by-case basis).

Benefit to the department: The Graduate Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of graduates. The training course was determined as being necessary education for graduates' transition into the APS and the department.

### ***School Leaver Traineeship Program***

Course type: Certificate IV in Government.

Cost (GST exclusive): \$34,217.

Number of participants: 10.

Cost per participant: \$3,422.

Classification of participants: APS1-2.

Amount of study leave granted to each participant: 38 days.

Reason for the study: Core School Leaver Traineeship Program 2011-2012.

Benefit to the department: The School Leaver Traineeship Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of school leaver trainees.

Course type: Senate Seminar (2011).

Cost (GST exclusive): \$672.

Number of participants: 10.

Cost per participant: \$67.

Classification of participants: APS1-2.

Amount of study leave granted to each participant: 0.5 days.

Reason for the study: Core School Leaver Traineeship Program 2011.

Benefit to the department: The School Leaver Traineeship Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of school leaver trainees.

Course type: Enhancing your performance in the APS.

Cost (GST exclusive): \$5,195.

Number of participants: 9.

Cost per participant: \$577.

Classification of participants: APS1-2.

Amount of study leave granted to each participant: 1 day.

Reason for the study: Core School Leaver Traineeship Program 2011.

Benefit to the department: The School Leaver Traineeship Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of school leaver trainees.

Course type: Induction 2012 School Leaver Trainees.

Cost (GST exclusive): \$1,178.

Number of participants: 10.

Cost per participant: \$118.

Classification of participants: APS1-2.

Amount of study leave granted to each participant: 2 days.

Reason for the study: Core School Leaver Traineeship Program 2012.

Benefit to the department: The School Leaver Traineeship Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of school leaver trainees.

Course type: Visit and tour of Museum of Australian Democracy.

Cost (GST exclusive): \$20.

Number of participants: 10.

Cost per participant: \$2.

Classification of participants: APS1-2.

Amount of study leave granted to each participant: 2.5 hours.

Reason for the study: Core School Leaver Traineeship Program 2012.



Benefit to the department: The School Leaver Traineeship Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of school leaver trainees.

Course type: Senate Seminar (2012).

Cost (GST exclusive): \$722.

Number of participants: 10.

Cost per participant: \$72.

Classification of participants: APS1-2.

Amount of study leave granted to each participant: 0.5 days.

Reason for the study: Core School Leaver Traineeship Program 2012.

Benefit to the department: The School Leaver Traineeship Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of school leaver trainees.

Course type: Essential Writing for APS 1-4 levels.

Cost (GST exclusive): \$5,773.

Number of participants: 10.

Cost per participant: \$577.

Classification of participants: APS1-2.

Amount of study leave granted to each participant: 1 day.

Reason for the study: Core School Leaver Traineeship Program 2012.

Benefit to the department: The School Leaver Traineeship Program contributes towards the department's workforce planning strategies. Up-to-date and current learning and development is one of the key drivers for the recruitment of school leaver trainees.

***Study support provided to departmental officers to undertake tertiary studies***

***Course type: Diploma/Advanced Diploma***

Cost: \$10,450.

Number of participants: 13.

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

Classification of participants: APS3: 2, APS4: 4, APS5: 4, APS6: 4, PAO1: 1.

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 study: Professional and skill development - varies depending on the choice of study by the employee.

Benefit to the department: Increased development of skills and knowledge which employees can apply to their work within the department and future career progression. The department fosters employees' job satisfaction and learning and development needs.

**Course type: Bachelor Degree**

Cost: \$48,450.

Number of participants: 37.

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

Classification of participants: APS1: 3, APS3: 2, APS4: 9, APS5: 4, APS6: 10, EL1: 6, EL2: 1, PAO1: 1, PAO2: 1.

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 study: Professional and skill development - varies depending on the choice of study by the employee.

Benefit to the department: Increased development of skills and knowledge which employees can apply to their work within the department and future career progression. The department fosters employees' job satisfaction and learning and development needs.

**Course type: Graduate Certificate/Diploma**

Cost: \$19,425.

Number of participants: 27.

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

Classification of participants: APS3: 1, APS4: 2, APS5: 6, APS6: 4, EL1: 9, EL2: 1, LO1: 3, PAO2: 1.

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 study: Professional and skill development, varies depending on the choice of study by the employee.

Benefit to the department: increased development of skills and knowledge which employees can apply to their work within the department and future career progression. The department fosters employees' job satisfaction and learning and development needs.

**Course type: Masters**

Cost: \$71,650.

Number of participants: 52.

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

Classification of participants: APS4: 5, APS5: 7, APS6: 19, EL1: 16, EL2: 2, LO1: 2, SLO1: 1.

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 study: Varies depending on the choice of study by the employee.

Benefit to the department: Increased development of skills and knowledge which employees can apply to their work within the department and future career progression. The department fosters employees' job satisfaction and learning and development needs.

**Course type: Doctorates**

Cost: \$3,175.

Number of participants: 2.

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

Classification of participants: EL1: 1, EL2: 1.

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 study: Participants are studying Coral Reef Ecology and Law. Both courses are appropriate to the department's work.

Benefit to the department: Increased development of skills and knowledge which employees can apply to their work within the department and future career progression. The department fosters employees' job satisfaction and learning and development needs.

**Course type: Other**

Cost: \$950.

Number of participants: 1.

Cost per participant: \$950.

Classification of participants: EL1: 1.

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 study: CPA accreditation to give credence to accounting qualifications.

Benefit to the department: Increased development of skills and knowledge which the employee can apply to their work within the department and future career progression.

<sup>1</sup> Includes information for the Director of National Parks.

## ***Bureau of Meteorology***

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

Cost: \$2,141,604.

Number of participants: 81.

Cost per participant (on average): \$26,440.

Classification of participants: Graduates: 46; Trainees: 35.

Amount of study leave granted to each participant: 85 days.

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

Benefit to the agency: Ensure staff have the capabilities to allow the Bureau to achieve its objectives.

Course type: Specialist in-service training (for Meteorologists, Observers, Technicians, Hydrologists etcetera).

Cost: \$1,993,864.

Number of participants: 1,122.

Cost per participant (on average): \$1,778.

Classification of participants: APS4: 44; APS5: 137; APS6: 438; EL1: 384; EL2B: 119.

Amount of study leave granted to each participant: 4.2 days.

Reason: Continuous professional development – technical. 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.

Benefit to the agency: Ensure staff have the capabilities to allow the Bureau to achieve its objectives.

Course type: IT Training.

Cost: \$187,172.

Number of participants: 203.

Cost per participant (on average): \$1,163.

Classification of participants: APS1: 1; APS2: 3; APS3: 26; APS4: 12; APS5: 21; APS6: 57; EL1: 54; EL2B: 20; EL2A: 9.

Amount of study leave granted to each participant: 2.8.

Reason: Develop and maintain technical IT capabilities of staff.

Benefit to the agency: Ensure staff have the capabilities to allow the Bureau to achieve its objectives.

Course type: Personal, Management and Leadership Development Training.

Total Cost: \$1,049,960.

Number of participants: 876.

Cost per participant (on average): \$1,199.

Classification of participants: Graduates: 55; APS2: 62; APS3: 41; APS4: 8; APS5: 107; APS6: 206; EL1: 247; EL2: 147; SES: 3.

Amount of study leave granted to each participant: 1.9 days.

Reason: Enhance management and leadership capabilities of staff.

Benefit to the agency: Ensure staff have the capabilities to allow the Bureau to achieve its objectives.

Course type: OHS Training.

Cost: \$25,346.

Cost per participant (on average): \$5.

Classification of participants: Trainee: 64; Graduates: 67; APS1: 35; APS2: 77; APS3: 598; APS4: 149; APS5: 500; APS6: 1,319; EL1: 1,269; EL2B: 444; EL2A: 207.

Number of participants: 4,729.

Amount of study leave granted to each participant: 0.1 days.

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

Benefit to the agency: Ensure staff have the capabilities to allow the Bureau to achieve its objectives.

**Great Barrier Reef Marine Park Authority**

Course type: Study Assistance – Knowledge Centric Organisations.

Cost: \$785.

Number of participants: 1.

Cost per participant: \$785.00.

Classification of participants: Executive Level 1.

Amount of study leave granted to each participant: 6 days.

Reason for the study: Professional development.

Benefit to the agency: Enhance capabilities.

Course type: Study Assistance – Flood Management.

Total Cost: \$431.25.

Cost per participant: \$431.25.

Classification of participants: APS 6.

Number of participants: 1.

Amount of study leave granted to each participant: 1.5 days.

Reason for the study: Professional development.

Benefit to the agency: Enhance capabilities.

Course type: Study Assistance – Asset Management.

Total Cost: \$431.25.

Cost per participant: \$431.25.

Classification of participants: APS 6.

Number of participants: 1.

Amount of study leave granted to each participant: 1.5 days.

Reason for the study: Professional development.

Benefit to the agency: Enhance capabilities.

Course type: Study Assistance – Infrastructure Policy Evaluation.

Total Cost: \$431.25.

Cost per participant: \$431.25.

Classification of participants: APS 6.

Number of participants: 1.

Amount of study leave granted to each participant: 1.5 days.

Reason for the study: Professional development.

Benefit to the agency: Enhance capabilities.

Course type: Study Assistance – Infrastructure Project Management.

Total Cost: \$431.25.

Cost per participant: \$431.25.

Classification of participants: APS 6.

Number of participants: 1.

Amount of study leave granted to each participant: 1.5 days.

Reason for the study: Professional development.

Benefit to the agency: Enhance capabilities.

Course type: Study Assistance – Honours Thesis.

Total Cost: \$1,313.50.

Cost per participant: \$1,313.50.

Classification of participants: APS 2.

Number of participants: 1.

Amount of study leave granted to each participant: 6 days.

Reason for the study: Professional development.

Benefit to the agency: Enhance capabilities.

Course type: Study Assistance – Business Process Management.

Total Cost: \$1,286.00.

Cost per participant: \$1,286.00.

Classification of participants: APS 5.

Number of participants: 1.

Amount of study leave granted to each participant: 6 days.

Reason for the study: Professional development.

Benefit to the agency: Enhance capabilities.

Course type: Study Assistance – Information Management Professional Practice.

Total Cost: \$1,319.20.

Cost per participant: \$1,319.20.

Classification of participants: APS 5.

Number of participants: 1.

Amount of study leave granted to each participant: 6 days.

Reason for the study: Professional development.

Benefit to the agency: Enhance capabilities.

Course type: Study Assistance – Geographic Information Systems Applications.

Total Cost: \$1,692.00.

Cost per participant: \$1,692.00.

Classification of participants: APS 5.

Number of participants: 1.

Amount of study leave granted to each participant: 6 days.

Reason for the study: Professional development.

Benefit to the agency: Enhance capabilities.

Course type: Study Assistance – Environmental Impact Management.

Total Cost: \$1,890.00.

Cost per participant: \$1,890.00.

Classification of participants: APS 6.

Number of participants: 1

Amount of study leave granted to each participant: 6 days.

Reason for the study: Professional development.

Benefit to the agency: Enhance capabilities.



***Murray Darling Basin Authority***

Course type: First Aid officer training.

Total cost: \$1,108.

Number of participants: eight.

Employment classification of each participant: SES 1: 1, EL 2: 1, EL 1: 3, APS 6: 1, APS 4: 2.

Cost per participant: \$139.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Compliance with work health and safety legislative requirements.

Course type: Australian Public Service training including APS writing, financial management, strategic thinking, presentation skills, influencing skills.

Total cost: \$29,369.

Number of participants: 52.

Employment classification of each participant: SES 2: 1, SES 1: 2, EL 2: 5, EL 1: 15, APS 6: 12, APS 5: 9, APS 4: 6, APS 3: 2.

Cost per participant: \$565.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to generic skills for APS employment.

Course type: Holding Difficult Conversations.

Total cost: \$11,686.

Number of participants: 25.

Employment classification of each participant: EL 2: 1, EL 1: 6, APS 6: 6, APS 5: 5, APS 4: 5, APS 3: 2.

Cost per participant: \$467.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Support and assistance with performance management discussions and conflict resolution.

Course type: Coaching.

Total cost: \$60,165.

Number of participants: 87.

Employment classification of each participant: SES 2: 2, SES 1: 7, EL 2: 52, EL 1: 22, APS 6: 2, APS 5: 2.

Cost per participant: \$692.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Improving performance and managing underperformance, career planning and conflict resolution.

Course type: Work Health and Safety training.

Total cost: \$3,626.

Number of participants: 49.

Employment classification of each participant: SES 2: 3, SES 1: 6, EL 2: 20, EL 1: 11, APS 6: 6, APS 5: 2, APS 4: 1.

Cost per participant: \$74.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Training for Work Health and Safety Committee representative and officers; familiarisation with new work health and safety responsibilities for managers and SES officers.

Course type: Office IT skills.

Total cost: \$6,745.

Number of participants: 21.

Employment classification of each participant: EL 1: 3, APS 6: 4, APS 5: 6, APS 4: 6, APS 3: 2.

Cost per participant: \$321.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Effective use of office information technology.

Course type: Leadership Training.

Total cost: \$ 152,527.

Number of participants: 88.

Employment classification of each participant: SES 2: 2, SES 1: 6, EL 2: 52, EL 1: 28.

Cost per participant: \$1,733.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Effective management and succession planning.

Course type: Buddy and mentor training.

Total cost: \$6,940.

Number of participants: 16.

Employment classification of each participant: EL 1: 8, APS 3: 8

Cost per participant: \$434.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Support for Graduate Program.

Course type: Wise Water Ways.

Total cost: \$3,600.

Number of participants: 4.

Employment classification of each participant: EL 1: 4

Cost per participant: \$900.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Graduate employee development.

Course type: State Interpretation Course.

Total cost: \$723.

Number of participants: 3.

Employment classification of each participant: EL 1: 2, APS 6: 1.

Cost per participant: \$241.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Financial Management Training.

Total cost: \$899.

Number of participants: 1.

Employment classification of each participant: APS 4: 1.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Fringe Benefits Training.

Total cost: \$900.

Number of participants: 3.

Employment classification of each participant: EL 2: 1, EL 1: 1, APS 6: 1

Cost per participant: \$300.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Train-Dragon Naturally Speaking.

Total cost: \$453.

Number of participants: 1.

Employment classification of each participant: APS 6: 1.

Cost per participant: \$453.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role – implementation of web-based blog for Basin Plan Community Engagement.

Course type: Wetland Hydrology Training.

Total cost: \$980.

Number of participants: 1.

Employment classification of each participant: EL 1: 1.

Cost per participant: \$980.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Groundwater Training.

Total cost: \$2,900.

Number of participants: 2.

Employment classification of each participant: EL 1: 1, APS 6: 1.

Cost per participant: \$1,450.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: ArcGIS.

Total cost: \$3,064.

Number of participants: 3.

Employment classification of each participant: EL 1: 2, APS 6: 1.

Cost per participant: \$1021.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Advanced.net.

Total cost: \$2,110.

Number of participants: 1.

Employment classification of each participant: APS 6: 1

Cost per participant: \$2,110.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Ground Water – Surface Water Interactions.

Total cost: \$2,800.

Number of participants: 2.

Employment classification of each participant: EL 1: 1, APS 6: 1

Cost per participant: \$1,400.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Realm Advanced Workshop.

Total cost: \$1,600.

Number of participants: 2.

Employment classification of each participant: EL 1: 2.

Cost per participant: \$800.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Advanced Perl training.

Total cost: \$7,000.

Number of participants: 2.

Employment classification of each participant: EL 1: 2.

Cost per participant: \$3,500.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Basic Perl training.

Total cost: \$3,500.

Number of participants: 1.

Employment classification of each participant: EL 1: 1.

Cost per participant: \$3,500.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Basic Hydrography.

Total cost: \$3,750.

Number of participants: 1.

Employment classification of each participant: APS 3: 1

Cost per participant: \$3,750.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Preparing Senate Estimates briefs.

Total cost: \$3,011.

Number of participants: 15.

Employment classification of each participant: SES 1: 1, EL 2: 7, EL 1: 7

Cost per participant: \$201.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Facilitation skills.

Total cost: \$24,362.

Number of participants: 54.

Employment classification of each participant: Not available (approximately EL 2-APS 6).

Cost per participant: \$451.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to stakeholder management and liaison.

Course type: Negotiation skills.

Total cost: \$9,185.

Number of participants: 27.

Employment classification of each participant: Not available (approx. EL 2-APS 6)

Cost per participant: \$340.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to stakeholder management and liaison.

Course type: Selection Advisory Committee training.

Total cost: \$16,640.

Number of participants: 50.

Employment classification of each participant: EL 2: 9, EL 1: 21, APS 6: 20

Cost per participant: \$333.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Improve and streamline recruitment and selection processes.

Course type: Webinar Training.

Total cost: \$180.

Number of participants: 1.

Employment classification of each participant: APS 6: 1.

Cost per participant: \$180.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Monitoring and Evaluation.

Total cost: \$1,364.

Number of participants: 1.

Employment classification of each participant: APS 4: 1

Cost per participant: \$1364.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Microsoft SharePoint Training.

Total cost: \$8,976.

Number of participants: 3.

Employment classification of each participant: EL 1: 1, APS 6: 2

Cost per participant: \$2,992.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role and implementation of SharePoint.

Course type: Advanced Certificate IV Government (Injury Rehab Management).

Total cost: \$4,800.

Number of participants: 1.

Employment classification of each participant: APS 6: 1

Cost per participant: \$4,800.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Executive Assistants Summit and Seminar.

Total cost: \$3,594.

Number of participants: 1.

Employment classification of each participant: APS 4: 1.

Cost per participant: \$3,594.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: RSPCA Animal Welfare Seminar.

Total cost: \$318.

Number of participants: 1.



Employment classification of each participant: EL 1: 1.

Cost per participant: \$318.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role – specifically, the ethical framework for researching animal habitats and behaviours.

Course type: Leading through Change.

Total cost: \$550.

Number of participants: 1.

Employment classification of each participant: EL 2: 1.

Cost per participant: \$550.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: e-Water Source Workshop.

Total cost: \$173.

Number of participants: 1.

Employment classification of each participant: EL 2: 1.

Cost per participant: \$173.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Certificate IV in HR Management.

Total cost: \$275.

Number of participants: 1.

Employment classification of each participant: APS 6: 1.

Cost per participant: \$275.

Amount of study leave granted to each participant: 50 hours.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: IAP2 Certificate Training Module.

Total cost: \$2,454.

Number of participants: 3.

Employment classification of each participant: EL 1: 2, APS 6: 1

Cost per participant: \$ 818.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Graduate Certificate in Social Impact.

Total cost: \$ 6,000.

Number of participants: 1.

Employment classification of each participant: EL 2: 1

Cost per participant: \$ 6,000.

Amount of study leave granted to each participant: 35 hours.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Certificate IV in Project Management.

Total cost: \$1,600.

Number of participants: 4.

Employment classification of each participant: EL 1: 2, APS 6: 1, APS 5: 1.

Cost per participant: \$400.

Amount of study leave granted to each participant: 0.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: B.Sc. Environment, Parks and Heritage.

Total cost: \$1,544.

Number of participants: 1.

Employment classification of each participant: APS 6: 1.

Cost per participant: \$1,544.

Amount of study leave granted to each participant: 50 hours.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: CPA.

Total cost: \$5,638.

Number of participants: 3.

Employment classification of each participant: APS 6: 1, APS 4: 1, APS 3: 1.

Cost per participant: \$1,879.

Amount of study leave granted to each participant: 73 hours.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Bachelor of Commerce.

Total cost: \$1,479.

Number of participants: 1.

Employment classification of each participant: EL 1: 1.

Cost per participant: \$1,479.

Amount of study leave granted to each participant: 85 hours.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Bachelor of Public Relations.

Total cost: \$3,268.

Number of participants: 1.

Employment classification of each participant: APS 5: 1.

Cost per participant: \$3,268.

Amount of study leave granted to each participant: 75 hours.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

Course type: Masters of Integrated Water Management.

Total cost: \$11,465.

Number of participants: 2.

Employment classification of each participant: EL 2: 2.

Cost per participant: \$5,732.

Amount of study leave granted to each participant: 40 hours.

Reason for the study and how it is beneficial for the agency: Professional development related to employees' role.

Course type: Certificate IV in Government (Procurement and Contracting).

Total cost: \$3,700.

Number of participants: 1.

Employment classification of each participant: APS 5: 1.

Cost per participant: \$3,700.

Amount of study leave granted to each participant: 60 hours.

Reason for the study and how it is beneficial for the agency: Professional development related to employees' role.

Course type: Post Graduate Certificate in River Restoration and Management.

Total cost: \$7,432.

Number of participants: 2.

Employment classification of each participant: APS 6: 2.

Cost per participant: \$3,716.

Amount of study leave granted to each participant: 64 hours.

Reason for the study and how it is beneficial for the agency: Professional development related to employees' role.

Course type: Graduate Certificate in Environmental Law.

Total cost: \$2,358.

Number of participants: 1.

Employment classification of each participant: APS 6: 1

Cost per participant: \$2,358.

Amount of study leave granted to each participant: 24 hours.

Reason for the study and how it is beneficial for the agency: Professional development related to employee's role.

***National Water Commission***

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

Total Cost: \$9,990.00.

Cost per participant: \$128.00.

Employment Classification of participants: APS 4 – SES 1.

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.

Benefit to the agency: Enhance capabilities.

Course Type: In-house Courses – Financial Essentials Training.

Total Cost: \$2,250.00.

Cost per participant: \$150.00.

Employment Classification of participants: APS 4 – SES 1.

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.

Benefit to the agency: Enhance capabilities.

Course Type: In-house Courses – Induction into National Water Commission / Public Service.

Total Cost: Nil.

Cost per participant: Nil.

Employment Classification of participants: APS 6 – EL 2.

Number of participants: 13.

Amount of study leave granted to each participant: Nil.

Reason for the study: Improve staff understanding of Commission and government processes.

Benefit to the agency: Enhance capabilities.

Course Type: Tertiary Studies – Bachelor of Graphic Design.

Total Cost: \$1,439.00.

Cost per participant: \$1,439.00.

Employment Classification of participants: APS 5.

Number of participants: 1.

Amount of study leave granted to each participant: 65 hours.

Reason for the study: Professional knowledge development.

Benefit to the agency: Enhance capabilities.

Course Type: Tertiary Studies – Masters of Environmental Management.

Total Cost: \$5,160.00.

Cost per participant: \$5,160.

Employment Classification of participants: SES 1 (Acting).

Number of participants: 1.

Amount of study leave granted to each participant: Nil.

Reason for the study: Professional knowledge development.

Benefit to the agency: Enhance capabilities.

Course Type: Tertiary Studies – Masters of Public Policy (Economic Policy).

Total Cost: \$9,635.00.

Cost per participant: \$9,635.00.

Employment Classification of participants: EL 1.

Number of participants: 1.

Amount of study leave granted to each participant: Nil.

Reason for the study: Professional knowledge development.

Benefit to the agency: Enhance capabilities.

Course Type: Tertiary Studies – Graduate Diploma of Environmental Resources and Economics.

Total Cost: \$4,256.00.

Cost per participant: \$4,256.00.

Employment Classification of participants: EL 2 (Acting).

Number of participants: 1.

Amount of study leave granted to each participant: Nil.

Reason for the study: Professional knowledge development.

Benefit to the agency: Enhance capabilities.

Course Type: Tertiary Studies – Graduate Certificate in Water Management.

Total Cost: \$1,800.00.

Cost per participant: \$1,800.00.

Employment Classification of participants: APS 6.

Number of participants: 1.

Amount of study leave granted to each participant: Nil.

Reason for the study: Professional knowledge development.

Benefit to the agency: Enhance capabilities.

***Sydney Harbour Federation Trust***

Course type: Graduate Diploma Financial Management

Cost: Nil

Number of participants: 1

Cost per participant: Nil

Classification of participants: Executive Level 2

Amount of study leave granted to each participant: 3 days

Reason for the study: To develop staff skills to meet the Trust's current and future needs.

Benefit to the agency: Current and updated knowledge of matters financial in light of Agency being self funding.



## Murray-Darling Basin Authority's Study Assistance Guidelines

### Study Assistance Entitlements

1. Where an employee undertakes approved study the delegate may approve up to a maximum of:
  - a. five hours per week to attend classes, tutorials, excursions, or scheduled residential study courses, approved field work or other learning activities where personal contact is a course requirement; and/or
  - b. an additional five hours per semester/per unit for attendance at examinations; and/or
  - c. \$5,000 (five thousand dollars) per year toward course fees and charges.
2. An employee may only claim for reimbursement upon successful completion of the unit/s studied. To substantiate the claim the employee must provide the Assistant Director HR Operations with the following documentation:
  - (a) a completed Study Assistance Reimbursement form (attachment B) authorised by his/her General Manager;
  - (b) official notification of his/her results demonstrating that the student has met course or unit requirements;
  - (c) tax invoice(s) identifying course tuition fees and charges; and
  - (d) receipt for the full payment of the unit of study.
3. Employees who elect the deferred payment option (currently known as) HECS-HELP via PAYE instalments or who have any other financial support through Government, private or other grants/scholarships, Commonwealth loans or any other forms of official sponsorship will not be eligible for financial support through the Authority's study assistance program.
4. The following expenses will not be reimbursed through study assistance:
  - (a) charges associated with late enrolments;
  - (b) cost of text books or course materials; and/or
  - (c) travel and accommodation charges associated with residential course components or field trips not included in overall course fees or charges.
5. Where the weekly 5 hour leave component is not fully utilised, the balance may accrue and used for study purposes (i.e. personal study, residential schools or field work, excursions, etc.) during the semester. However, accruals do not carry over from one semester to another. Use of study bank accruals for personal study will be negotiated with line manager/supervisor in consideration of operational requirements.
6. The individual employee and his/her line manager are responsible for recording and monitoring the usage of study leave for the purpose of study bank accruals and the employee will ensure that a leave application is lodged with HR to record the use of study leave for the purposes listed in clause 4a.
7. The employee must notify leave in advance for absences to attend examinations, and or residential schools and/or field trips etc. through submitting a timetable with the study assistance application or providing dates and times to his/her line manager as soon as times are known.

8. Additional leave to attend residential schools and/or field trips beyond the weekly (or accrued) study leave entitlement will be considered on a case by case basis by the line manager taking into consideration the period of absence from work and operational requirements.
9. In cases where an employee is required to attend approved classes which exceed 5 hours per week, the employee will be expected to make up the difference using flexible working arrangements, accrued flextime, time off in lieu or annual leave and obtain prior agreement with the line manager.
10. Where a study day falls during a Public Holiday or an employee does not attend for any other reason (e.g. university breaks, recreational leave, sick leave etc) the study leave for that time will not accrue or be able to be banked.
11. Where a course of study requires no contact for the purposes listed in clause 4a there will be no entitlement for study leave or study bank accrual.

#### **Eligibility**

12. Eligibility for study assistance is limited to ongoing and long term non-ongoing employees with at least 12 months service with the Authority unless eligibility for study assistance is otherwise approved at the time of an employee's engagement with the Authority.
13. Where an employee has received approval to undertake formal studies prior to the lodgement of the MDBA Enterprise Agreement 2009-2011, he or she will be eligible to receive study assistance, incorporating study leave and/or financial assistance, up to the level previously approved.
14. Employees on maternity leave, long service leave or leave without pay are entitled to apply for the financial assistance component of study assistance.

#### **Obtaining Study Assistance**

15. To obtain approval for study assistance, the employee will complete and submit to his/her General Manager or Executive Director for approval the MDBA Application for Study Assistance Form (including relevant documentation to his/her application. (refer Attachment A for example of form)
16. To monitor use of, and compliance with the Study Assistance Policy the employee will re-apply each semester for study assistance. Provided that he/she remains eligible in accordance with the Policy (noting clause 23) study assistance will be assured until the completion of the qualification.
17. To ensure compliance with the Study Assistance Policy the original of an approved MDBA Study Assistance Application form and other relevant documentation will be forwarded to the Assistance Director HR Operations for final review.
18. Where the application complies with conditions for entitlement the Assistant Director HR Operations will issue the applicant with a letter notifying the applicant:
  - (a) that his/her application has been successful;
  - (b) the level and type of assistance approved; and
  - (c) any particular conditions of the entitlement.
19. Where an applicant is unsuccessful the Assistant Director HR Operations will inform the applicant outlining the reasons for the unsuccessful application.

20. Unless otherwise directed, where professional development results in the gaining of a tertiary qualification employees must utilise study assistance (irrespective of the course length or structure) not a "short course" nomination.
21. Where an applicant applies unsuccessfully for study assistance, completion of the training nomination process cannot be used as an alternative to cover all or part of the study expenses.
22. Where study assistance is provided, the employee and line manager should evaluate the effectiveness of the study program, as part of the performance management planning (PMP) discussions.
23. Where an employee does not successfully complete a unit of study and wishes to undertake the unit for a second time he/she must justify the second attempt to the General Manager or Executive Director. The decision to provide paid leave to repeat the unit will be at the discretion of the General Manager or Executive Director.

#### **Changes to Study Arrangements**

An employee must notify his/her line manager and the Assistant Director HR Operations of any changes in study or study arrangements immediately. Where appropriate, adjustments to study assistance entitlements may apply retrospectively.

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

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

**Program: Division or Agency:** Corporate: CSD **Question No:** 179

**Topic:** Portfolio Wide – Executive coaching and leadership training

**Proof Hansard Page and Date** Written

**or Written Question:**

**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 (provide a breakdown for each employment classification)
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
5. The total number of hours involved for all employees (provide a breakdown for each employment classification)
  - a. The total amount spent on the service
  - b. A description of the fees charged (i.e. per hour, complete package)
6. Where a service was provided at any location other than the department or agency's own premises, please provide:
  - 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

**Answer:**

***Department of Sustainability, Environment, Water, Population and Communities*** <sup>1</sup>

1. The Department of Sustainability, Environment, Water, Population and Communities (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.

Total spending: \$241,716 GST exclusive (includes professional services, catering, venue hire, and printing).

2. 1,668 (EL 2: 280 EL 1: 723 APS 6: 665). Note that although the Building Productive Partnerships program was targeted at APS 6 level staff, a number of APS 5s also participated.
3. 178 (EL 2: 1, EL 1: 25, APS 6: 74, APS 5: 22, PAO 2: 1). 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).
  - a. Leadership Development Program: leadership development program.  
Building Productive Partnerships: leadership development program.
  - b. Leadership Development Program: one-on-one and group based.  
Building Productive Partnerships: group based.
  - c. Leadership Development Program: EL 2: 1, EL 1: 20, APS 6: 3.  
Building Productive Partnerships: EL 1: 5, APS 6: 71, APS 5: 22, PAO 2: 1.
5. 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. Total hours by classification: EL 2: 37.5, EL 1: 862.5, APS 6: 1,710, APS 5: 495, PAO 2: 22.5.
  - a. \$241,716 GST exclusive.
  - b. Complete package (includes professional services, catering, venue hire, and printing).

6.

a. The location used:

<b>Service</b>	<b>Location</b>
Leadership Development Program	Craigieburn Hotel, Bowral
Building Productive Partnerships: Track 7	Brassey Hotel, Canberra
Building Productive Partnerships: Track 8	Brassey Hotel, Canberra
Building Productive Partnerships: Track 9	Brassey Hotel, Canberra
Building Productive Partnerships: Track 10	Hotel Kurrajong, Canberra

b. The number of employees who took part on each occasion (provide a breakdown for each employment classification):

<b>Service</b>	<b>Number of Employees</b>
Leadership Development Program	24 – EL 2: 1, EL 1: 20, APS 6: 3
Building Productive Partnerships: Track 7	27 – APS 5: 8, APS 6: 19
Building Productive Partnerships: Track 8	24 – APS 5: 7, APS 6: 16, EL 1: 1
Building Productive Partnerships: Track 9	19 – APS 5: 2, APS 6: 14, EL 1: 2, PAO 2: 1
Building Productive Partnerships: Track 10	29 – APS 5: 5, APS 6: 22, EL 1: 2

c. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification):

<b>Service</b>	<b>Number of hours</b>
Leadership Development Program	900 – EL 2: 37.5, EL 1: 750, APS 6: 112.5
Building Productive Partnerships: Track 7	607.5 – APS 5: 180, APS 6: 427.5
Building Productive Partnerships: Track 8	540 – APS 5: 157.5, APS 6: 360, EL 1: 22.5
Building Productive Partnerships: Track 9	427.5 – APS 5: 45, APS 6: 315, EL 1: 45, PAO 2: 22.5
Building Productive Partnerships: Track 10	652.5 – APS 5: 112.5, APS 6: 495, EL 1: 45

d. Any costs the department incurred to use the location:

<b>Service</b>	<b>Costs to use the location</b>
Leadership Development Program	\$24,146
Building Productive Partnerships: Track 7	\$7,548
Building Productive Partnerships: Track 8	\$7,548
Building Productive Partnerships: Track 9	\$7,548
Building Productive Partnerships: Track 10	\$7,548

<sup>1</sup> Includes information for the Director of National Parks

***Bureau of Meteorology***

1. \$104,739.50.
2. 125 (SES 1: 3, EL 2: 56, EL 1: 50, APS 6: 16).
3. 125 (SES 1: 3, EL 2: 56, EL 1: 50, APS 6: 16); a total of 2.7 days study leave was granted to each employee.
4.
  - a. Development Dimensions International
  - b. Sets of learning materials for Leader as Coach Program.
  - c. 1 set per participant.
  - d. 85 (SES 1: 1, EL 2: 40, EL 1: 33, APS 6: 11).  
  - a. FranklinCovey
  - b. Sets of learning materials for Covey Leadership Program.
  - c. 1 set per participant.
  - d. 16 (EL 2: 5, EL 1: 11).  
  - a. Genos International
  - b. Sets of learning materials for Enhancing Leadership with Emotional Intelligence program.
  - c. 1 set per participant.
  - d. 20 (EL 2: 9, EL 1: 6, APS 6: 5).  
  - a. Australian Institute of Company Directors
  - b. Company Directors Course.
  - c. Group-based.
  - d. 1 (SES 1: 1).  
  - a. Australian Institute of Company Directors
  - b. Company Director's Conference.
  - c. Group-based.
  - d. 1 (EL 2: 1).



- a. Australian Public Service Commission
- b. APSC SES Orientation Program.
- c. Group-based.
- d. 1 (SES 1: 1).

- a. Australian Public Service Commission
- b. A program designed to assist participants in advancing to the SES level.
- c. Group-based.
- d. 1 (EL 2: 1).

5.

*Development Dimensions International*

- a. 1,912.5.
- b. \$69,419.50.
- c. The fees are charged per set of learning materials.

*FranklinCovey*

- a. 360.
- b. \$12,800.
- c. The fees are charged per set of learning materials.

*Genos International*

- a. 150.
- b. \$7,500.
- c. The fees are charged per set of learning materials.

*Australian Institute of Company Directors*

- a. 37.5.
- b. \$6,490.
- c. The fees are charged per complete package.

*Australian Institute of Company Directors*

- a. 22.5.
- b. \$3,500.
- c. The fees are charged per complete package.

*Australian Public Service Commission*

- a. 22.5.
- b. \$2,500.
- c. The fees are charged per complete package.

*Australian Public Service Commission*

- a. 7.5.
  - b. \$2,530.
  - c. The fees are charged per complete package.
6. All training reported was provided to the Bureau on Bureau sites.

**Great Barrier Reef Marine Park Authority**

1. \$3,000.
2. 16 – SES 1: 4, EL 2: 12.
3. 16 – SES 1: 4, EL 2: 12; an application for study leave was not required.
4.
  - a. Queensland Department of Justice.
  - b. Managing Performance in the Workplace – (Regional SES Master Classes).
  - c. Group based.
  - d. 16 – SES 1: 4, EL 2: 12.
5.
  - a. 120 hours – SES 1: 30 hours, EL 2: 90 hours.
  - b. \$3,000.
  - c. Complete package.
6.
  - a. Townsville Picnic Bay Surf Lifesaving Club.
  - b. 16 – SES 1: 4, EL 2: 12.
  - c. 120 hours – SES 1: 30 hours, EL 2: 90 hours.
  - d. \$500.

### ***Murray-Darling Basin Authority***

1. \$212,692.24.
2. Coaching and leadership training is offered to all staff at and above EL 1 classification (totalling 164 staff). On a case by case basis coaching is offered to Murray-Darling Basin Authority (Authority) employees of an APS classification.
3. From 1 July 2011 to 21 May 2012, 87 employees utilised the coaching services (SES 2: 2; SES 1: 7; EL 2: 52; EL 1: 22; APS 6: 2; APS 5: 2)

Leadership training was accessed by 88 employees (SES 2: 2, SES 1: 6; EL 2: 52; EL 1: 28)

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

4.
  - a. Integro Strategies P/L
  - b. A series of workshops and associated coaching for SES and EL employees covering a range of leadership topics.
  - c. Both.
  - d. 37 – SES 2: 1; SES 1: 6; EL 2: 30.
  
- a. Australian Public Service Commission
  - b. 3 day workshops: 4; 3 hour presentations: 2; 4 hour presentations covering a range of leadership topics: 2.
  - c. Group workshops.
  - d. EL 2: 2; EL 1: 6.
  
- a. Jeff Whalan Learning Group
  - b. Executive learning groups for senior officers from SES Band 2 to EL 2 to discuss the issues they face as leaders of similar organisations.
  - c. Group based.
  - d. SES 2: 1; EL2: 1.
  
- a. Centre for Public Management
  - b. A four day workshop with a range of leadership topics.
  - c. Group based.
  - d. EL1: 1.

- a. Tempo Strategies
- b. Design, development and delivery of an in house leadership program for Authority EL 2 and EL 1 employees.
- c. Group based and one on one.
- d. 39: EL 2: 19; EL 1: 20.

- a. Yellow Edge Performance Architects
- b. Executive coaching.
- c. One on one.
- d. 8: SES 1: 1; EL 1: 6; APS 5: 1.

- a. Margie Darcy Leadership, Coaching and Psychological Services
- b. Executive coaching.
- c. One on one.
- d. 11: EL 2: 6; EL 1: 4; APS 6: 1.

- a. David Hume Consulting
- b. Executive coaching.
- c. One on one.
- d. APS 6: 1.

- a. Personal Effectiveness Program
- b. Executive coaching.
- c. One on one and as a small group (2 people).
- d. SES 2: 1; APS 5: 1

5.

*Integro Strategies P/L*

- a. Workshop: SES 2: 21 hours; SES 1: 42 hours; EL 2: 210 hours; EL 1: 7 hours  
Coaching: SES 2: 3 hours; SES 1: 9 hours; EL 2: 51 hours.
- b. \$ 46,296
- c. Package.

*Australian Public Service Commission*

- a. 98 hours: EL 2: 1 for 21 hours (3 day workshop); EL 1: 3 for 63 hours (3 day workshop); EL 2: 1 for 3 hours (presentation); EL1: 3 for 11 hours (presentations).
- b. \$15,526.
- c. Package.

*Jeff Whalan Learning Group*

- a. 128 hours: SES 2: 1 for 8 x 8 hour workshops; EL 2: 1 for 8 x 8 hour workshops.  
Note: Each workshop was held over a 2 day period.
- b. \$19,500.
- c. Package.

*Centre for Public Management*

- a. EL1: 1 for 32 hours.
- b. \$4,081.
- c. Package.

*Tempo Strategies*

- a. 1,443 hours (workshop): EL 2: 19 for 703 hours; EL 1: 20 for 740 hours  
50 hours (coaching): EL 2: 17 for 38 hours; EL 1: 12 for 12 hours.
- b. \$92,636.
- c. Package.

*Yellow Edge Performance Architects*

- a. 29 hours: SES 1: for 1 hour, EL 1: for 24 hours, APS 5: for 4 hours.
- b. \$12,750.
- c. Package.

*Margie Darcy Leadership, Coaching and Psychological Services*

- a. 58.5 hours: EL 2: 6 for 31.5 hours; EL 1: 4 for 20 hours; APS 6: 1 for 7 hours.
- b. \$12,800.50.
- c. Package.

*David Hume Consulting*

- a. 3.5 hours.
- b. \$963.
- c. Package.

*Personal Effectiveness Program*

- a. SES 2: 1 for 12 hours; APS 5: 1 for 12 hours.
- b. \$8,140.
- c. Package.

6.

*Integro Strategies P/L*

- a. University House.
- b. Workshop 1 - 13: SES 2: 1; SES 1: 3; EL 2: 9.  
Workshop 2 - 14: SES 2: 1; SES 1: 2; EL 2: 11.  
Workshop 3 - 13: SES 2: 1; SES 1: 1; EL 2: 10; EL 1: 1.  
Note: Some employees participated on more than one occasion.
- c. 280 hours: SES 2: 21 hours; SES 1: 42 hours; EL 2: 210 hours; EL 1: 7 hours.
- d. \$3,951.

*Australian Public Service Commission*

- a. APSC training Centre, Canberra.
- b. 1 employee on each occasion.
- c. 98 hours: EL 2: 1 for 21 hours (3 day workshop); EL 1: 3 for 63 hours (3 day workshop); EL 2: 1 for 3 hours (presentation); EL 1: 3 for 11 hours (presentations).
- d. Nil.

*Jeff Whalan Learning Group*

- a. Novotel North Beach – Wollongong.
- b. SES 2: 1; EL 2: 1.
- c. 128 hours: SES 2: 1 for 8 x 8 hour workshops; EL 2: 1 for 8 x 8 hour workshops.
- d. \$2,776.

*Centre for Public Management*

- a. Centre for Public Management training centre, Belconnen ACT.
- b. EL 1: 1.
- c. EL 1: 1 for 32 hours.
- d. Nil.

*Tempo Strategies*

- a. The EL 2 and EL 1 program each included two days at the Carrington Inn, Bungendore and two days at Federal Golf Club, Canberra.
- b. 39: EL 2: 19; EL 1: 20.
- c. EL 2: 19 for 703 hours; EL 1: 20 for 740 hours.
- d. \$27,288.

*Yellow Edge Performance Architects*

Not applicable.

*Margie Darcy Leadership, Coaching and Psychological Services*

Not applicable.

*David Hume Consulting*

Not applicable.

*Personal Effectiveness Program*

Not applicable.



***National Water Commission***

1. Nil.
2. Leadership training is available to all Senior Executive and Executive Level 2 staff in the National Water Commission.
3. Nil.
4. Not applicable.
5. Not applicable.
6. Not applicable.

***Sydney Harbour Federation Trust***

1. Nil.
2. Nil.
3. Nil.
4. Not applicable.
5. Not applicable.
6. Not applicable.

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

**Program: Division or Agency:** Corporate: CSD **Question 180**  
**No:**

**Topic:** Portfolio Wide – Paid Parental Leave

**Proof Hansard Page and Date** Written

**or Written Question:**

**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 and their classification are in receipt of these payments.

**Answer:**

1. On 18 June 2012, the number of staff in each department / agency eligible to receive payments under the Government's Paid Parental Leave (PPL) were as follows:

*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.*

<b>Department / Agency</b>	<b>No.</b>
Department of Sustainability, Environment, Water, Population and Communities	9
Bureau of Meteorology (BOM)	9
Director National Parks	1
Great Barrier Reef Marine Park Authority (GRMPA)	7
Murray Darling Basin Authority (MDBA)	3
National Water Commission (NWC)	3
Sydney Harbour Federation Trust	1

2. For the period 1 July 2011 to 18 June 2012, the number of staff and classification in receipt of PPL is as follows:

<b>Portfolio</b>	<b>Level</b>	<b>No.</b>	<b>Total</b>
Department of Sustainability, Environment, Water, Population and Communities	SES Level 1	1	36
	EL2	2	
	EL1	10	
	Research Scientist 1	1	
	APS 6	9	
	APS 5	7	
	APS 4	6	
Bureau of Meteorology (BOM)	EL 1	3	9
	APS 6	4	
	APS 2	2	
Director National Parks	APS 6	1	1
Great Barrier Reef Marine Park Authority (GRMPA)	EL 1	1	6
	APS 6	2	
	APS 5	1	
	APS 4	1	
	APS 2	1	
Murray Darling Basin Authority (MDBA)	APS 4	1	2
	APS 6	1	
National Water Commission (NWC)	APS 6	1	1
Sydney Harbour Federation Trust	Level 3	1	1

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

**Program: Division or Agency:** Corporate: CSD **Question No:** 181

**Topic:** Portfolio Wide – Training for Portfolio Minister and Parliamentary Secretary

**Proof Hansard Page and Date** Written

**or Written Question:**

**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 Communities***<sup>1</sup>

1. According to records of the Department of Sustainability, Environment, Water, Population and Communities (the department) there was no expenditure for training the Minister or Parliamentary Secretary during the 2011-12 financial year to date.
2. According to records of the department there was no expenditure for training staff of the Minister or Parliamentary Secretary during the 2011-12 financial year to date.
3. According to records of the department there was no expenditure on training designed to better suit the needs of the Minister and Parliamentary Secretary during the 2011-12 financial year to date.

<sup>1</sup> Includes information for the Director of National Parks.

***Bureau of Meteorology***

1. Nil.
2. Nil.
3. Nil.

***Great Barrier Reef Marine Park Authority***

1. Nil.
2. Nil.
3. Nil.

***Murray Darling Basin Authority***

1. Nil.
2. Nil.
3. Nil.

***National Water Commission***

1. Nil.
2. Nil.
3. Nil.

***Sydney Harbour Federation Trust***

1. Nil.
2. Nil.
3. Nil.

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

**Program: Division or Agency:** Corporate: CSD

**Question No:** 182

**Topic:** Portfolio Wide – Corporate cars

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Fisher asked:**

Please update if there have been any changes since Additional Estimates 2011-12 (February 2012):

1. How many cars are owned by each department and agency in your portfolio?
2. Where is the car/s located?
3. What is the car/s used for?
4. What is the cost of each car for this financial year to date?
5. How far did each car travel this financial year to date?

**Answer:**

See attached table.

Agency	1. Quantity	2. Location	3. What is the car used for	4. \$ Costs (GST inclusive) for Financial Year 2011/12 as at 30 April 2012	5. 2011/12 Year to Date km
Department of Sustainability, Water, Population and Communities	Nil	Not applicable	Not applicable	Not applicable	Not applicable
Director of National Parks (DNP)	4	Norfolk Island National Park	DNP has a mix of passenger cars and operational vehicles. Passenger cars are used by staff to undertake park business. Operational vehicles have been set up specifically to undertake management activities such as fire fighting or weed spraying.	4,275.06	530,000km  Due to the size and remoteness of some locations DNP is not able to access all vehicles logs. Accordingly an estimate based on previous logs returned has been provided.
	13	Booderee National Park		26,669.22	
	16	Christmas Island National Park		29,032.98	
	2	Cocos (Keeling) Island		5,559.26	
	45	Kakadu National Park		185,366.46	
	20	Uluru-Kata Tjuta National Park		44,357.74	
	2	Darwin Office		518.09	
National Water Commission	Nil	Not applicable	Not applicable	Not applicable	Not applicable
Great Barrier Reef Marine	Nil	Not applicable	Not applicable	Not applicable	Not applicable

Agency	1. Quantity	2. Location	3. What is the car used for	4. \$ Costs (GST inclusive) for Financial Year 2011/12 as at 30 April 2012	5. 2011/12 Year to Date km
Bureau of Meteorology	2	Cocos (Keeling) Island	Transport of materials and personnel.	2,085 1,150 Combined fuel 1,117	4,000 3,900
	1	Norfolk Island		Costs to Feb 2012 1,692 Cost to date are currently unavailable	5,505 to February 2012.
Sydney Harbour Federation Trust	1 (Ute)	Mosman, NSW	Transport of materials and personnel	4,282	7,285
Murray Darling Basin Authority	Nil	Not applicable	Not applicable	Not applicable	Not applicable

*Notes:*

- DNP Year to Date is calculated as at 31 May 2012. All other figures are year to date as at 30 April 2012.
- DNP costs include maintenance, repairs and registration. The costs do not include fuel. DNP buys fuel in bulk in many of its locations for use in generators and vehicles including cars, so the cost of fuel per vehicle is not recorded.



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

**Program: Division or Agency:** Corporate: CSD

**Question No:** 183

**Topic:** Portfolio Wide – Taxi costs

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Fisher asked:**

1. How much did each department/agency spend on taxis this financial year to date? Provide a breakdown of each business group in each department/agency.
2. What are the reasons for taxi costs?

**Answer:**

***Department of Sustainability, Environment, Water, Population and Communities***

1. Taxi expenditure by business group for 2011-12 financial year to date (30 April 2012) is as follows:

<b>DSEWPaC Business Group</b>	<b>FYTD</b>
Australian Antarctic Division	\$93,665
Commonwealth Environmental Water Office	\$2,635
Corporate Strategies Division	\$29,271
Environment Quality Division	\$13,187
Environmental Assessment and Compliance Division	\$13,965
Executive Division	\$17,978
Heritage and Wildlife Division	\$34,851
Housing, Population and Communities Division	\$15,683
Land and Coasts Division	\$76,787
Marine Division	\$37,693
Marine Division Taskforce	\$5,759
Office of Water Science	\$514
Parks Australia	\$18,812
Policy and Communications Division	\$35,842

Supervising Scientist Division	\$5,573
Sustainability Policy and Analysis Division	\$15,079
Water Efficiency Division	\$315
Water Reform Division	\$4,534
<b>DSEWPaC Total</b>	<b>\$422,143</b>

***Director National Parks***

1. Taxi expenditure by business group for 2011-12 financial year to date (31 May 2012) is as follows:

<b>DNP Business Group</b>	<b>FYTD</b>
DNP Executive	\$4,892
Parks Operations & Tourism Branch	\$15,730
Protected Area Policy & Programs Branch	\$2,224
Parks & Biodiversity Science Branch	\$2,519
<b>DNP Total</b>	<b>\$25,365</b>

***Great Barrier Reef Marine Park Authority (GBRMPA)***

1. Taxi expenditure by business group for 2011-12 financial year to date (30 April 2012) is as follows:

	<b>FYTD</b>
<b>GBRMPA Total</b>	<b>\$79,260</b>

***National Water Commission (NWC)***

1. Taxi expenditure by business group for 2011-12 financial year to date (30 April 2012) is as follows:

<b>NWC Business Group</b>	<b>FYTD</b>
Executive and corporate	\$13,089
Assessment and Policy Co-ordination Group	\$7,803
Sustainable Water Management Group	\$9,846
Water Markets and Assessment Group	\$6,757
<b>NWC Total</b>	<b>\$37,496</b>

**Sydney Harbour Federation Trust**

1. Taxi expenditure by business group for 2011-12 financial year to date (30 April 2012) is as follows:

	FYTD
<b>SHFT Total</b>	<b>\$5,752.14</b>

**Bureau of Meteorology**

1. Taxi expenditure by business group for 2011-12 financial year to date (30 April 2012) is as follows:

<b>Bureau Business Group</b>	<b>FYTD</b>
Climate and Water	\$158,660
Corporate	\$100,198
Research and Systems	\$159,268
Services	\$84,546
<b>Bureau Total</b>	<b>\$502,671</b>

**Murray-Darling Basin Authority**

1. Taxi expenditure by business group for 2011-12 financial year to date (30 April 2012) is as follows:

<b>MDBA Business group</b>	<b>FYTD</b>
Environmental Management	\$25,561
River Management	\$29,763
Information and Compliance	\$17,876
Policy and Planning	\$19,932
Corporate Services	\$35,961
<b>MDBA Total</b>	<b>\$129,093</b>

2. For the Department of Sustainability, Environment, Water Population and Communities and its portfolio agencies, taxi costs are incurred when officials are required to travel for business purposes where other means of transport are unavailable, not practical or not cost effective.

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

**Program: Division or Agency:** Corporate: CSD **Question No:** 184

**Topic:** Portfolio Wide – Corporate credit cards

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Fisher asked:**

1. Provide a breakdown for each employment classification that has a corporate credit card.
2. Please update if there have been any changes since Additional Estimates 2011-12 (February 2012):
  - a. What action is taken if the corporate credit card is misused?
  - b. How is corporate credit card use monitored?
  - c. What happens if misuse of a corporate credit card is discovered?
  - d. Have any instances of corporate credit card misuse have been discovered? List staff classification and what the misuse was, and the action taken.
  - e. What action is taken to prevent corporate credit card misuse?

**Answer:**

***Department of Sustainability, Environment, Water, Population and Communities***

1. The breakdown of cardholders by classification as at 30 April 2012 is set out in the following table:

<b>DSEWPaC Cardholders</b>	<b>Totals</b>
Secretary	1
Senior Executive Service Band 3	3
Senior Executive Service Band 2	16
Senior Executive Service Band 1	48
Executive Level 2	142
Executive Level 1	142
Australian Public Service Level 6	109
Australian Public Service Level 5	55
Australian Public Service Level 4	27
Australian Public Service Level 3	6

2. There has been no change in the information provided at Additional Estimates, February 2012 for the matters requested under 2a, b, c and e. 2d. Yes. Three instances of credit card misuse have been identified:

- An Australian Public Service Level 6 officer accidentally paid \$16.65 for a personal taxi fare. The officer repaid this amount and was reminded of policy relating to the use of corporate credit cards.
- An Executive Level 2 officer paid \$4,787.67 for an approved expenditure by splitting the transaction in two thereby circumventing the credit card transaction limit. The officer was reminded of policy relating to the use of corporate credit cards.
- An Executive Level 2 officer paid both the deposit and outstanding amount for an approved expenditure, with the total cost of \$16,500, unintentionally exceeding the credit card delegation limit. The officer was reminded of policy relating to the use of corporate credit cards.

**Director National Parks**

1. The breakdown of cardholders by classification as at 30 April 2012 is set out in the following table.

<b>DNP Cardholders</b>	<b>Totals</b>
Director National Parks	1
Senior Executive Service Band 1	3
Executive Level 2	8
Executive Level 1	12
Australian Public Service Level 6	13
Australian Public Service Level 5	13
Australian Public Service Level 4	16
Australian Public Service Level 3	5

2. There has been no change in the information provided at Additional Estimates, February 2012 for the matters requested under 2a.-e.

**Bureau of Meteorology**

1. The breakdown of cardholders by classification as at 30 April 2012 is set out in the following table. The total number of cards has reduced significantly due to the annual review of card usage undertaken by the Bureau of Meteorology (the Bureau) in the first quarter of 2012.

<b>Bureau Cardholders</b>	<b>Totals</b>
Director of Meteorology	1
Senior Executive Service	3
Executive Level 2	12

Executive Level 1	52
Administrative Services Officer Level 6	96
Administrative Services Officer Level 5	58
Administrative Services Officer Level 4	12
Administrative Services Officer Level 3	22
Administrative Services Officer Level 2	1

2. There has been no change in the information provided at Additional Estimates, February 2012 for the matters requested under 2a, b. and d.
  - c. There has been no deliberate misuse detected in the past, however, all funds would be required to be returned to the Bureau and relevant action under the Bureau's Chief Executive Instructions, and the Financial Management and Accountability Act and Regulations would be undertaken.
  - e. It is the responsibility of the supervisors of cardholders to review and monitor the usage of the card by their staff. All questionable purchases or potential cases of misuse are to be reported to the Fraud Liaison Officer and Australian Government Credit Card (AGCC) Administrator for investigation and action. Additionally, checks are undertaken to ensure that all documentation and reconciliations are processed correctly. A random sample is selected for review to ensure that Tax Invoices are received. With the acceptance of the ANZ eManagement system, the AGCC Administrators now have access to reports via an online ANZ system that can highlight transactions for further investigation.

**Great Barrier Reef Marine Park Authority**

1. The breakdown of cardholders by classification as at 30 April 2012 is set out in the following table.

<b>GBRMPA Cardholders</b>	<b>Totals</b>
Senior Executive Service	4
Executive Level 2	13
Executive Level 1	13
Australian Public Service Level 6	15
Australian Public Service Level 5	5
Australian Public Service Level 4	6
Australian Public Service Level 3	3
Australian Public Service Level 2	2

2. There has been no change in the information provided at Additional Estimates, February 2012 for the matters requested under 2a.-e.

### **National Water Commission**

1. The breakdown of cardholders by classification as at 30 April 2012 is set out in the following table.

<b>NWC Cardholders</b>	<b>Totals</b>
Chief Executive Officer	1
Senior Executive Band 2	1
Senior Executive Band 1	2
Executive Level 2	7
Executive Level 1	12
Administrative Services Officer Level 6	4
Administrative Services Officer Level 5	1
Administrative Services Officer Level 4	3

2. There has been no change in the information provided at Additional Estimates, February 2012 for the matters requested under 2a.-e.

### **Sydney Harbour Federation Trust**

1. The breakdown of cardholders by classification as at 30 April 2012 is set out in the following table.

<b>SHFT Cardholders</b>	<b>Totals</b>
Holder of Public Office	1
Executive Level 2 equivalent	2

2. There has been no change in the information provided at Additional Estimates, February 2012 for the matters requested under 2a.-e.

### **Murray-Darling Basin Authority**

1. The breakdown of cardholders by classification as at 30 April 2012 is set out in the following table.

<b>MDBA Cardholders</b>	<b>Totals</b>
Chief Executive Officer	1
Senior Executive Band 2	5
Senior Executive Band 1	8
Executive Level 2	43
Executive Level 1	59
Administrative Services Officer Level 6	33

Administrative Services Officer Level 5	14
Administrative Services Officer Level 4	10

2. There has been no change in the information provided at Additional Estimates, February 2012 for the matters requested under 2a.-e.



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

**Program: Division or Agency:** Corporate: CSD **Question No:** 185

**Topic:** Portfolio Wide – Provision of electronic equipment

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Fisher asked:**

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?
2. For departments/agencies that provide electronic equipment to Ministers and/or Parliamentary Secretaries and/or their offices, what are the ongoing costs for this financial year to date? What were the running costs for 2009-10 and 2010-11?
3. Is electronic equipment (such as ipad, laptop, wireless card, vasco token, blackberry, mobile phone (list type if relevant), thumb drive (not an inclusive list)) provided to department/agency staff? If yes provide details of what is provided, the purchase cost, the ongoing cost and a breakdown of what staff and staff classification receives it?
4. Please update if there have been any changes since Additional Estimates 2011-12 (February 2012): Does the department/agency provide their Ministers and/or Parliamentary Secretaries and/or their offices with any electronic equipment? If yes, provide details of what is provided, the cost and to who it is provided.

**Answer:**

1. The following mobile devices have been provided to the Minister's and the Parliamentary Secretary's offices:
  - BlackBerry Torch 9810;
  - BlackBerry Touch 9900;
  - iPhone 4S 32GB; and

**Attachment A** includes a breakdown of these mobile/electronic devices and the associated costs.

2. The ongoing costs for these financial years are:<sup>1</sup>

2011/12	2010/11	2009/10
\$128,569.97	\$109,825.29	\$76,649.28

3. The following list of electronic equipment is available to departmental/agency staff in accordance with their employment condition and/or where there is an operational requirement:

- iPad;
- laptop;
- aircard (wireless card);
- RSA token (vasco token);
- BlackBerry; and
- mobile phone.

**Attachment A** provides a breakdown of mobile/electronic devices and the associated costs.

BlackBerrys or iPhones are provided to Executive Level staff and above in accordance with departmental and agency policies.

The provision of electronic devices at other APS classifications requires financial delegate approval and/or approved business cases to validate the operational requirement.

4. The following electronic equipment is available to the Minister's and Parliamentary Secretary's offices:

- iPad;
- laptop;
- RSA token;
- BlackBerry; and
- mobile phone.

**Attachment A** includes a breakdown of these mobile/electronic devices and the associated costs.

**Attachment B** provides a breakdown of the electronic equipment provided to the various levels of staff.

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<sup>1</sup>The increase in cost of these items reflects changes in technology and greater use of 3G and wireless devices.

*Breakdown of electronic equipment, mobile devices, and the associated costs*

<b>Electronic Equipment</b>	<b>Device</b>	<b>Purchase Cost (GST inclusive)</b>	<b>Ongoing Costs (per month) (GST inclusive)</b>
<b>iPad</b>	iPad 2 (64GB)	\$692	\$39 (1GB) \$49 (4GB)
<b>Laptop</b>	Standard	Nil	\$179.59 - \$196.45
	Ultraportable	Nil	\$192.17 - \$211.13
<b>Wireless card</b>	Aircard	\$217 - \$248	\$39 (1GB) \$49 (4GB)
<b>Vasco token</b>	RSA token	\$58 - \$60	Nil
<b>Blackberry</b>	Torch 9810	\$698	\$39
	Touch 9900	\$718	\$39
<b>Mobile Phone</b>	iPhone 4S 32 GB	\$979	\$19 (1GB) \$30 (3GB)
	Nokia C500	\$249	\$5

*Breakdown of electronic equipment and mobile devices**Ministers office*

<b>The Minister</b>	iPad x 3 iPhone
<b>The Chief of Staff</b>	iPad Laptop RSA token Blackberry
<b>The Deputy Chiefs of Staff (2)</b>	iPad x 2 Laptop RSA token Blackberry x 2
<b>The Advisers (3)</b>	iPad x 2 Laptop RSA token Blackberry iPhone x 2
<b>The Media Advisers (2)</b>	iPad x 2 Laptop x 2 RSA token x 2 Blackberry iPhone
<b>The Assistant Press Secretary</b>	iPad Laptop RSA token Blackberry
<b>The Receptionist</b>	Blackberry
<b>The Electorate Officer</b>	Laptop Blackberry
<b>The Departmental Liaison Officers (3)</b>	iPad Blackberry x 3

*Breakdown of electronic equipment and mobile devices**Parliamentary Secretary's Office*

<b>The Senator</b>	iPad Laptop RSA token iPhone
<b>The Senior Adviser</b>	iPad Laptop RSA token iPhone
<b>The Advisers (2)</b>	iPad x 2 Laptop x 2 RSA token iPhone x 2
<b>The Diary Manager</b>	iPad iPhone
<b>The Departmental Liaison Officer</b>	iPad Laptop RSA token iPhone

***Additional***

2 x Question Time iPads (Minister's office).

1 x Question Time iPad (Senator's office).

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

**Program: Division or Agency:** Corporate: CSD **Question No:** 186

**Topic:** Portfolio Wide – Electricity purchasing agreement

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Fisher asked:**

1. Provide an update of the department/agency electricity purchasing agreement. Provide details of when this was entered into and the length of the agreement.
2. What were the department/agency electricity costs for 2009-10 and 2010-11?
3. What are the department/agency electricity costs for this financial year to date?

**Answer:**

1. The Department of Sustainability, Environment, Water Population and Communities (the department) has entered into a Whole of Government (WoG) contract between the Commonwealth of Australia, represented by the Department of Defence, and ERM Power Limited for its Canberra sites. This agreement is for the period 1 July 2011 to 30 June 2015 and covers the Australian Capital Territory (ACT) and New South Wales (NSW).

Electricity for the department's office in Tasmania is provided by the landlord, Australian Antarctic Division Nominees, with two current leases. One commenced on 1 July 2004 and ends 30 June 2024 and the second commenced 1 July 2007 and ends 30 June 2017.

The department has two tenancies in the Northern Territory. The department's tenancy at Darwin Airport purchases its electricity from the sub-lessor, Darwin International Airport. The current sub-lease commenced on 24 July 2002 and ends on 23 July 2017. The department's field station at Jabiru has its electricity supplied by Energy Resources Australia, Ranger Mine. There is no current formal agreement in place.

The Director of National Parks has entered into the same WoG (ACT and NSW) contract for the same period for the Australian National Botanic Gardens.

The Sydney Harbour Federation Trust has also entered into the same WoG (ACT and NSW) contract for the same period for its large sites. All remaining smaller sites are on normal commercial business plans with Energy Australia. These are standard commercial contracts, so there is no fixed end date.

The Great Barrier Reef Marine Park Authority has no current formal agreement in place.

The Murray Darling Basin Authority's electricity contract with ActewAGL was transitioned from the former Murray-Darling Basin Commission on 15 December 2008 and has no specific end date.

The National Water Commission (the Commission) has not entered into a purchasing agreement with an electricity provider. Due to the Commission's small size and low electricity usage, the Commission is unable to participate in the whole-of-government electrical power contract arrangement. Electricity is currently purchased from ActewAGL on a monthly usage basis.

The Bureau of Meteorology has 5 electricity purchasing agreements; all of the other sites are on standard connection rates.

- 700 Collins Street – commenced 1 July 2009, expires 30 June 2012;
- Glenitta Avenue – commenced 1 July 2009, expires 30 June 2012;
- SA Regional Office, Kent Town – commenced 1 July 2011, expires 30 June 2014;
- NSW Regional Office, Sydney – commenced 1 July 2011, expires 30 June 2014; and
- Eucla Met Office – commenced 1 June 2011, expires 31 May 2016

2-3.

<b>Department/Agency</b>	<b>(2) FY 2009 – 10 \$</b>	<b>(2) FY 2010 – 11 \$</b>	<b>(3) FY 2011 – 12 \$</b>
<b>DSEWPAC*</b>	\$1,559,481	\$1,338,872	\$950,492
<b>Director National Parks</b>	\$393,329	\$450,207	\$392,813
<b>National Water Commission</b>	\$47,689	\$53,430	\$44,903
<b>Sydney Harbour Federation Trust</b>	\$226,337	\$338,439	\$276,990
<b>Murray Darling Basin Authority</b>	\$61,430	\$79,953	\$71,954
<b>Great Barrier Reef Maritime Park Authority</b>	\$357,266	\$369,913	\$349,114
<b>Bureau of Meteorology</b>	\$2,884,470	\$2,661,161	\$2,472,576

\* These figures do not include electricity generated by DSEWPAC in the Antarctic Territories.

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

**Program: Division or Agency:** Corporate: CSD **Question 187**  
**No:**

**Topic:** Portfolio Wide – Shredders

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Fisher asked:**

1. Has the department/agencies purchased any shredders in the last 12 months? If yes, provide details of how many shredders were purchased, the cost of each shredder, why each new shredder was needed and the purpose for which the shredder is to be used.

**Answer:**

1. For the period 1 July 2011 to 30 April 2012, the Department of Sustainability, Environment Water, Population and Communities and its agencies purchased ten shredders for destruction of classified documents in line with the Protective Security Policy Framework at an average cost of \$2,320 each or total cost of \$23,200. Seven of these were to replace equipment that had reached the end of its useful life.



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

**Program: Division or Agency:** Corporate: CSD **Question No:** 188

**Topic:** SEWPaC – Impact of the carbon tax on operating costs

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator McKenzie asked:**

1. Has the department modelled the impact of the carbon tax on their running costs? If so, what was the outcome? If not, why, not?

**Answer:**

1. No. The Department of Sustainability, Environment, Water, Population and Communities (the department) already has a number of arrangements in place to reduce or off-set our carbon emissions and therefore does not anticipate any significant increases in costs associated with the carbon tax.

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

**Program: Division or Agency:** Corporate: CSD

**Question 189  
No:**

**Topic:** SEWPaC – Electricity costs

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator McKenzie asked:**

1. How much electricity does the department use? How much does the department spend on electricity?

**Answer:**

1. For the period 1 July to 30 April 2012, the Department of Sustainability, Environment, Water, Population and Communities used 5,981,545kWh of electricity at a cost of \$901,243.78.

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

**Program: Division or Agency:** Corporate: PCD

**Question No:** 190

**Topic:** Portfolio Wide – Printing

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Fisher asked:**

1. Does the department/agency print any hard copies of reports/statements/papers they produce? If yes, please list how many copies, where they are delivered and the cost.

**Answer:**

1. The Department of Sustainability, Environment, Water, Population and Communities (the department) does print hard copies of some reports/statements/papers. A summary of cost and quantities of printed material is provided in the table below. A detailed report including the point of delivery is provided at **Attachment A**.

The department does not use the term “reports, statements or papers” to record the category of printed material produced. The attached reports include anything categorised as a book/booklet.

***Product summary***

<b>Product Type</b>	<b>Print Spend</b>	<b>No. of Publications</b>
Book/Booklet	\$587,937	91,546
<b>Total</b>	<b>\$587,937</b>	<b>91,546</b>

*Note: Print spend rounded to the nearest dollar.*

<b>Project: Name</b>	<b>Spec: Product Type</b>	<b>Total including GST</b>	<b>Order Item: Quantity</b>	<b>Delivery: City</b>
BIO128.0111 VVP Policy Statement	Booklet - Plus Cover	\$ 3,922	1,500	Parkes
WAT083.0211 Water Use Plan design and editing	Book	\$ 1,744	100	Canberra
WAT081.0111 GAB booklet	Booklet - Plus Cover	\$ 300	50	Parkes
WAT114.0711 Document	Booklet	\$ 164	1	Parkes
WAT087.0211WAT087.0211 Water use plan Barmah	Book	\$ 1,708	100	Canberra
BIO143.0311 Cane Toad TAP	Booklet - Plus Cover	\$ 1,983	500	Canberra
ENV69.0711 The Aust Automotive Code of Practice	Booklet - Plus Cover	\$ 3,121	6,000	Parkes
WAT097.0211 Water Use Plan Lower Broken Creek	Booklet	\$ 2,234	150	Canberra
PAR26.0811 Minyumai Plan of Management	Booklet - Plus Cover	\$ 111	3	Woden
PAR31.0811 Minyumail Pland of Management A4 version	Booklet - Plus Cover	\$ 162	8	Woden
PAR30.0811 Minyumai Summary	Booklet - Plus Cover	\$ 187	20	Woden
ENV68.0711 Aust & NZ Refrigerant Handling Code of Practice	Booklet - Plus Cover	\$ 9,041	5,000	Parkes
MAR74.0711 North-west Network Proposal	Booklet - Plus Cover	\$ 2,969	200	Canberra
BIO164.0711 Govt response to the independent review of the EPBC Act	Booklet - Plus Cover	\$ 6,836	500	Canberra City
MAR73.0711 MBP North-West Draft Plan	Booklet - Plus Cover	\$ 8,717	200	Canberra
MAR84.0711 MBP North Draft Plan	Booklet - Plus Cover	\$ 6,809	200	Canberra
MAR85.0711 MBP North Consultation Paper	Booklet - Plus Cover	\$ 2,903	200	Canberra
BIO165.0711 Biodiversity Policy consultation draft	Booklet - Plus Cover	\$ 588	500	Canberra City
BIO169.0711 National environment law reform overview booklet	Booklet - Plus Cover	\$ 1,518	500	Canberra City
MAR130.0811 MBP State Meeting Printing	Booklet - Plus Cover	\$ 1,739	90	
HER34.0811 West Kimberley National Heritage Listing	Booklet - Plus Cover	\$ 5,056	200	Parkes
WAT084.0211 Loddon printing	Booklet - Plus Cover	\$ 2,578	150	Canberra
BIO179.0811 Strategic assesment guideines	Booklet - Plus Cover	\$ 1,012	200	Parkes
PAR32.0811 GRM orange brochure	Booklet - Plus Cover	\$ 633	250	Woden
WAT088.0211 Water Use Plan for Edward-Wakool	Booklet - Plus Cover	\$ 898	50	Canberra
WAT090.0211 Koondrook	Booklet - Plus Cover	\$ 2,018	150	Canberra
BIO162.0611 Bush Blitz Report	Booklet - Plus Cover	\$ 848	50	Parkes
HER34.0811 West Kimberley National Heritage Listing	Booklet - Plus Cover	\$ 33,968	10,000	Barton
PAR09.0511 - DNP annual report	Booklet - Plus Cover	\$ 8,685	600	Woden

HER35.0911 Design of the Kokoda Annual Report	Booklet - Plus Cover	\$ 1,841	600 Parkes
MAR104.0911 IWC Five-year Strategic Plan for Whalewatching	Booklet - Plus Cover	\$ 476	100 Woden
MAR104.0911 IWC Five-year Strategic Plan for Whalewatching	Booklet - Plus Cover	\$ 24	5 Canberra
MAR122.1011 IWC Five-year Strategic Plan for Whalewatching (French)	Booklet - Plus Cover	\$ 598	105 Woden
MAR123.1011 IWC Five-year Strategic Plan for Whalewatching (Spanish)	Booklet - Plus Cover	\$ 550	105 Woden
WAT085.0211 Campaspe printing	Booklet - Plus Cover	\$ 2,492	150 Canberra
COR100.1011 DSEWPac A/Report 2010-11	Booklet - Plus Cover	\$ 29,677	800 Parkes
ALC06.0411 NHT annual report 08-09	Booklet - Plus Cover	\$ 3,479	500 Canberra
WAT117.0711 booklet	Booklet - Plus Cover	\$ 2,853	200 Canberra
ALC18.1011 Environmental Stewardship Multiple Ecological Communities Project SA 2012-13	Booklet - Self Cover	\$ 629	200 Canberra
PAR33.0911 Australian National Botanic Gardens Draft Management Plan 2011 - 2021	Booklet - Plus Cover	\$ 2,353	100 Acton
PAR33.0911 Australian National Botanic Gardens Draft Management Plan 2011 - 2021	Booklet - Plus Cover	\$ 588	400 Hume
MAR124.1011 Oceans Book	Booklet - Plus Cover	\$ 7,305	1,000 Hume
MAR138.1111 MBP Coral Sea Consultation doc	Booklet - Plus Cover	\$ 5,876	1,000 Canberra
Campaign MBP Temp East	Booklet - Plus Cover	\$ 17,318	300 Canberra
Campaign MBP Temp East	Booklet - Plus Cover	\$ 5,647	1,000 Canberra
WAT082.0211 Lower Goulburn printing	Booklet - Plus Cover	\$ 3,183	150 Canberra
HER37.0911 Heritage in the Community Guidelines	Booklet - Plus Cover	\$ 243	50 Parkes
HER37.0911 Heritage in the Community Guidelines	Booklet - Plus Cover	\$ 2,186	450 Hume
ALC13.0711 AGLC Business Plan 2012-13	Booklet - Plus Cover	\$ 635	30 Canberra
ALC13.0711 AGLC Business Plan 2012-13	Booklet - Plus Cover	\$ 12,968	1,680 Hume
ALC13.0711 AGLC Business Plan 2012-13	Booklet - Plus Cover	\$ 2,470	320 Canberra
BIO145.0311 SoE Report 2011	Book - Plus Cover	\$ 73,054	3,500 Hume
AAD08.1011 Antarctic centenary book	Booklet - Plus Cover	\$ 6,484	2,000 Kingston
AAD08.1011 Antarctic centenary book	Booklet - Plus Cover	\$ 25,936	8,000 Hume
HOU03.1211 NHSC State of Supply Report	Booklet - Plus Cover	\$ 3,948	300 Woden
HOU03.1211 NHSC State of Supply Report	Booklet - Plus Cover	\$ 9,213	700 Hume
LSP01.1112 Biodiversity fund	Booklet	\$ 3,024	250 Canberra City
ALC24.1211 2012-13 Business Plan Open Call Application Form	Booklet - Self Cover	\$ 1,638	100 Canberra

HOU05.1111 NHSC State of Supply key findings booklet	Booklet - Plus Cover	\$ 952	500 Hume
HOU05.1111 NHSC State of Supply key findings booklet	Booklet - Plus Cover	\$ 952	500 Woden
MAR124.1011 Oceans Book	Booklet - Plus Cover	\$ 11,126	2,000 Hume
COR127.1011 NEPC Annual Report	Booklet - Plus Cover	\$ 10,006	500 Canaberra
WAT161.1111 companion Basin Plan	Booklet	\$ 4,428	5,000 Canberra
WAT161.1111 companion Basin Plan	Booklet	\$ 886	1,000 Canberra
ALC02.0111 Caring for our Country Report Card 2009-2010	Booklet - Plus Cover	\$ 1,923	200 Canberra
ALC02.0111 Caring for our Country Report Card 2009-2010	Booklet - Plus Cover	\$ 481	50 Canberra
HER43.0112 State Party Report Tasmania	Booklet - Plus Cover	\$ 553	55 Canberra
HER40.1111 conservation of the Great Barrier Reef	Booklet - Self Cover	\$ 1,316	55
HER42.1111 Indigenous heritage grants	Booklet - Plus Cover	\$ 454	50 Parkes
HER42.1111 Indigenous heritage grants	Booklet - Plus Cover	\$ 4,087	450 City
ALC26.0112 Community Action Grant Guidelines	Booklet - Plus Cover	\$ 4,845	300 Canberra
WAT086.0211 Murrumbidgee printing	Booklet - Plus Cover	\$ 4,310	150 Canberra
WAT091.0211 Lachlan printing	Booklet - Plus Cover	\$ 2,846	150 Canberra
BIO145.0311 SoE Report 2011	Book - Plus Cover	\$ 73,054	3,500 Hume
WAT150.0911 CEW Outcomes Report 2010-11	Booklet - Plus Cover	\$ 560	200 Canberra
WAT150.0911 CEW Outcomes Report 2010-11	Booklet - Plus Cover	\$ 6,438	2,300 Hume
WAT095.0211 Coorong printing	Booklet - Plus Cover	\$ 2,609	125 Hume
WAT095.0211 Coorong printing	Booklet - Plus Cover	\$ 522	25 Canberra
PAR42.1111 - Christmas Island draft Plan of Management	Book	\$ 2,525	200
SUS02.0212 Suburban Jobs grant applications	Book	\$ 11,953	11
WAT045.1010 - Moving Water booklet	Booklet - Plus Cover	\$ 1,688	1,000 Hume
WAT117.0711 booklet	Booklet - Plus Cover	\$ 5,693	1,000 Hume
BIO145.0311 SoE Report 2011	Book - Plus Cover	\$ 18,431	100
ALC27.0112 Sustainable Practices booklets	Booklet	\$ 5,452	4,500
HER48.0112 GBR State party report brochure	Booklet - Plus Cover	\$ 2,593	2,500 Hume
COR145.0212 - Work and Health Safety Act	Book	\$ 63	4 Canaberra
COR146.0212 Work Health and Safety Regulations	Book	\$ 114	4 Canaberra
WAT157.1111 ewater and water recovery glossy	Booklet	\$ 850	200 Hume
WAT157.1111 ewater and water recovery glossy	Booklet	\$ 850	200 Canberra
AAD11.1211 Recovery Plan	Booklet - Plus Cover	\$ 644	100 Hobart

AAD12.1211_AlbatrossBackground	Booklet - Plus Cover	\$ 1,200	100 Hobart
ENV86.0212 VPS Consultation Paper	Booklet - Plus Cover	\$ 1,252	100 Parkes
HER48.0112 GBR State party report brochure	Booklet - Plus Cover	\$ 3,533	2,300 Parkes
WAT210.0312 NWC review	Book	\$ 1,440	200
BIO179.0312 Strategic Assesment Guide-UPDATED	Booklet - Plus Cover	\$ 2,581	400 Parkes
COR108.0212 Enterprise Agreement	Booklet - Plus Cover	\$ 10,419	1,900 Hume
COR108.0212 Enterprise Agreement	Booklet - Plus Cover	\$ 548	100 Canberra
BIO194 NERP Glossy Booklet	Booklet - Self Cover	\$ 3,529	600 Parks
COR119.0212 IndECS booklet	Booklet	\$ 1,852	500 Canaberra
HER53.0312 Coral Sea booklet	Booklet - Plus Cover	\$ 4,497	500 Canberra
WAT222.0412 On-Farm IEP Guidelines	Booklet - Self Cover	\$ 1,499	250 Canberra
AAD13.0512 Australian Antarctic Magazine Special Edition	Booklet - Plus Cover	\$ 10,385	2,200 Hobart
AAD13.0512 Australian Antarctic Magazine Special Edition	Booklet - Plus Cover	\$ 8,497	1,800 Glenorchy
BIO203.1211 Knowledge for purpose	Booklet - Plus Cover	\$ 2,124	300 Parks
WAT234.0612 Sticker for publication cover	Book	\$ 528	880 Canberra
Erskine WD, Saynor MJ, Evans KG & Moliere D 2011. Bedload transport, hydrology and river hydraulics in the Ngarradj Creek catchment, Jabiluka, Northern Territory, Australia. Supervising Scientist Report 199,	Book	\$ 1,573	100 Darwin
Pfitzner K, Bollhöfer A, Carr G, Esparon A & Bartolo R 2011. Standards for reflectance spectral measurement of temporal vegetation plots. Supervising Scientist Report 195	Book	\$ 2,043	100 Darwin
Jones DR & Webb A (eds) 2012. <b>eriss</b> research summary 2010–2011. Supervising Scientist Report 203	Book	\$ 3,209	100 Darwin
Brennan K 2007. A field key to the trees and shrubs in the Jabiru area. Supervising Scientist Report 187	Book	\$ 511	20 Darwin
Supervising Scientist Annual Report 2010-2011	Book	\$ 4,378	600 Darwin
		<b>\$ 587,937</b>	<b>91,546</b>

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

**Program: Division or Agency:** Corporate: CSD **Question 191**  
**No:**

**Topic:** DSEWPaC – Access and Equity  
Strategy

**Proof Hansard Page and Date** Written

**or Written Question:**

**Senator Di Natale asked:**

1. How does your Department ensure that the Government's Access and Equity Strategy is implemented in its entirety and in relation to all Departmental activities? How does your Department acknowledge the multicultural character of the Australian society, in terms of the services and programs you provide?
2. How do you measure your success against Access and Equity goals? What evidence do you have that the Department is actively implementing the Government's Access and Equity policy?
3. What changes will you implement over the next financial year to ensure your programs and services are more accessible to Culturally and Linguistically Diverse (CALD) communities?
4. What is your Department doing to ensure it has a culturally competent workforce?

**Answer:**

1. The Department of Sustainability, Environment, Water, Population and Communities (the department) implements access and equity measures and acknowledges the multicultural character of the Australian society in a number of ways. For example:
  - In developing departmental policies and programs, stakeholders are actively encouraged during consultation phases to discuss issues related to their individual or group access and equity concerns through community meetings, reference panels, social media etcetera.
  - The department provides a range of communication mechanisms for people from culturally and linguistically diverse backgrounds to learn about the work of the department and to provide feedback.
  - Within the department, a number of initiatives are undertaken to ensure departmental employees have an understanding of access and equity issues and have the skills to provide services to a multicultural Australian public.
  - The department's Enterprise Agreement provides a governance framework for terms and conditions of employment which allows human resource practitioners and delegates to identify and respond quickly to emerging issues affecting the diverse needs of staff.
  - The department's Diversity Plan 2009-2012 includes the following initiatives to ensure that the government's Access and Equity Strategy is implemented:



- online orientation for remote locations includes location-specific electronic modules for staff in remote and regional areas. This ensures all employees receive essential employment information customised to ensure relevance to their workplace;
  - corporate diversity awareness training provided at least eight times during the financial year is available to all Canberra and Hobart based staff. The training promotes principles of equity and productive diversity in the department. This covers not only cultural diversity but all areas of differences among employees;
  - a Spoken and Written English for Speakers of Other Languages Program delivered between September 2010 and May 2011 was organised specifically for departmental employees to improve spoken and written English skills for employees whose first language is not English; and
  - guest speakers from community organisations at an all staff presentation for Harmony Day were invited to raise awareness for diversity.
2. Clients from culturally and linguistically diverse backgrounds can provide feedback or make a complaint through a variety of communication methods. This includes a toll-free number, face-to-face with outposted departmental employees, through the website, by email or by letter. Complaints are managed through a departmental community information unit and are reported to senior management on a regular basis.

Further, the department is required to contribute to the whole of government annual access and equity report which is managed by the Department of Immigration and Citizenship (DIAC). This provides an opportunity to review and highlight the department's responsiveness to client needs and detail the full extent of achievements in this regard. Annual access and equity reports are available on DIAC's website.

3. The department is currently undertaking an evaluation of its existing diversity plan '*Diversity Works 2009-2012*'. Following the outcome of this evaluation, the plan will be updated and improvements sought through a consultation process.
4. The department's corporate learning and development function undertakes a key role in ensuring that the department has a culturally competent workforce through delivery of the following programs:
- Diversity Awareness Training promotes the principles of equity and diversity within the department.
  - Indigenous Cultural Awareness Training promotes greater understanding of, and appreciation for, Indigenous Australian cultures.

<sup>1</sup> Includes information for the Director of National Parks