

EDUCATION, SCIENCE AND TRAINING

SENATE LEGISLATION COMMITTEE – QUESTIONS ON NOTICE 2003-2004 SUPPLEMENTARY ESTIMATES HEARING

Outcome: CSIRO
Output Group: - CSIRO

DEST Question No. E574_04

Senator Carr asked on 5 November 2003.

Question:

Was Mr Ian Dean of Groman Consulting (in South Africa) commissioned to conduct a review of the learning and development function of CSIRO in 2001?

What was the duration and value of the contract?

Can a copy of the report from this work be provided?

Answer:

CSIRO has provided the following response.

Consultancies

Yes. Mr Dean was appointed on the initial recommendation of Dr Garrett, in the first months of his appointment to CSIRO. There was an expectation that the newly appointed Chief Executive Dr Garrett might choose to draw on the knowledge and experience gained whilst head of CSIRO's equivalent in South Africa, CSIR. This included the potential for engaging some of the people who had helped him in the past.

Mr Dean was engaged on the basis of his experience and excellent track record to help examine CSIRO's learning and development (L&D) activity and to conduct some training programs critical to CSIRO's emerging new strategy. L&D is a key component of CSIRO's strategic plan and change agenda. Mr Dean has an extensive knowledge of global L&D practices in an R&D environment and over 27 years experience in the field including extensive consulting to R&D organisations in the USA, UK, South Africa and India. He was therefore very well placed to apply the lessons learnt from these other R&D organisations to CSIRO.

Mr Dean was engaged for 50 consulting days between July and November 2001 and for a further 10 days for completion of the assignment.

At an average daily consulting rate of \$1,620, the total consulting fees involved was \$97,217. Including reimbursement of \$20,426 for overseas travel (3 return trips from South Africa) the total average daily rate was \$1,960. In addition, Mr Dean received \$1,278 for some subsistence and minor travel expenses. CSIRO also paid directly for accommodation and related local travel expenses (site visits) incurred as part of the consultancy at a cost of approximately \$9,750. Total direct cost of consultancy project approximately \$128,670.

A copy of the report of the L&D Review is at Attachment 1 (appendices not included). Note that this consultancy assignment also involved training programs conducted by Mr Dean not requiring a formal report.