

## EDUCATION, SCIENCE AND TRAINING

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

**Outcome:** CSIRO  
**Output Group:** - CSIRO

**DEST Question No. E578\_04**

Senator Carr asked on 5 November 2003.

**Question:**

How many consultancies or assignments has Mr Dean undertaken for CSIRO between 2001-2003?

Of this total, how many were put out to competitive tender?

**Answer:**

CSIRO has provided the following response.

*Consultancies*

CSIRO let 14 consultancies or assignments to Mr Dean CSIRO between 2001 and October 2003, namely:

Assignment	Commissioning Officer – Unit
<b>2001</b>	
Examine learning and development in CSIRO and provide some training programs	Peter O'Keefe, Director, People Development
<b>2002</b>	
Support implementation of L&D framework	Peter O'Keefe, Director, People Development
Support implementation of change management for Forestry and Forest Products	Paul Cotterill, Chief, Forestry and Forest Products
<b>2003</b>	
Executive coaching / Divisional leadership review	Shaun Coffey, Chief, Livestock Industries
Divisional change and performance improvement (including senior staff coaching and pilot programs – leading change and strategic skills thinking for 50 staff)	Shaun Coffey, Chief, Livestock Industries
Assistance in shortlisting candidates for Executive Team building facilitation	Geoff Garrett, Chief Executive
Support Woodside/Shell/WAERA Workshop	Greg Thill, Acting Chief, Petroleum
Provide consulting and facilitation for the Global Research Alliance (GRA) Technology Fusion Workshop on Water, as per CSIRO agreement with the GRA.	Peter Osman, Business Development & Commercialisation (NB: Consultant selected by Dr Reinie Biesenbach, GRA.)
Development of human resource managers	Kate Boxsell, Manager, People Development
Develop the coursework for the Leading Team A and Leading Team B modules. Deliver Module A in August.	Patrick Blades, Manager, Learning & Development

Assignment	Commissioning Officer – Unit
Joint consultancy with the University of Queensland (UQ), to assess the effectiveness of collaboration between CSIRO and UQ, with particular reference to the shared facility, Queensland Biosciences Precinct.	Michael Barber, Executive Director Science Planning
Development / assessment interviews of potential senior leaders; participation in change leadership discussion	Geoff Garrett, Chief Executive
Support in evaluating the implementation of the 2002 L&D plan	Peter O’Keefe, Director, People Development
Study current “change” environment within CSIRO, including perceptions about rate of change, apparent barriers and suggestions for improving CSIRO’s approach.	Ron Sandland, Deputy Chief Executive

Details of total costs are at DEST Question No. E582\_04.

Of this total, none were subject to a formal tender process however eight were commissioned from the leadership development and support preferred supplier panel established in September 2002, following a call for expressions of interest. See DEST Question No. E574\_04 and DEST Question No. E575\_04 for background to initial two contracts in 2001/02.

In all cases, value for money was an overarching factor. Key decision making criteria included price, track record and experience. In regard to price, of the preferred suppliers (as previously indicated DEST Question No. E574\_04 and No. E575\_04) Mr Dean’s effective daily rate (incorporating the cost of international travel) was between \$1,680 to \$1,960 per day; other consultants on the preferred supplier list ranged from around \$1,500 per day to \$3,000 per day, depending on the status of the consultant within company concerned.