Budget estimates 2011-2012; June 2011

#### Written questions on notice from **Senator Trood** to Austrade

#### **Staffing**

- 1. How many permanent staff recruited this FYTD?
- 2. What classification are these staff?
- 3. How many temporary positions exist or have been created this FYTD?
- 4. This FYTD, how many employees have been employed on contract and what is the average length of their employment period?

- 1. A-based 45; Overseas engaged employees (OEE) 45.
- 2. A-based 41 non-SES, 4 SES; OEE 45 non-SES.
- 3. A-based -32; OEE 3.
- 4. A-based -25, 9.4 months; OEE -53, 22.5 months.

#### **Staffing – efficiency dividend/budget cuts**

- 1. Have staffing numbers been reduced as a result of the efficiency dividend and/or other budget cuts?
  - If so, where and at what classification?
- 2. Are there any plans for staff reduction? If so, please advise details i.e. reduction target, how this will be achieved, services/programs to be cut etc.
- 3. What changes are underway or planned for graduate recruitment, cadetships or similar programs? If reductions are envisaged please explain including reasons, target numbers etc.

#### **Answer**

1. There have been no staff reductions as a result of the efficiency dividend.

At 1 July 2011, Austrade had reduced, by 17, offshore locally engaged positions at various levels in the established markets of North America (Denver, Honolulu, Kansas, Miami, San Diego and Montreal) and Europe (Copenhagen, Amsterdam, Rotterdam and Dublin). These reductions were guided by a comprehensive review of Austrade announced by the Minister for Trade on 17 May 2011 and also met the portfolio savings target of \$2.223 million.

- 2. See response to 1.
- 3. On 17 May 2011, the Minister for Trade announced outcomes from a review of Austrade's operations, which included refocussing resources into emerging and growth markets. As a result of this refocussing of effort, staff in administration and operational areas, onshore and offshore, at various levels, are expected to reduce by approximately 40 in 2011–12. All reductions will be managed in accordance with the Government's employment framework. Some services will be realigned to deliver against the review outcomes.
- 4. A graduate and a trade commissioner development program will commence in 2011–12.

#### **Government Advertising**

- 1. What communications programs has the Department/Agency undertaken, or are planning to undertake?
- 2. For each program, what is the total spend?

#### **Answer**

1 & 2 The Building Brand Australia Program aims to promote Australia's reputation as a world-class business partner and global citizen. The total advertising expenditure for the program for the 2010–11 financial year was \$148,000. There is no advertising committed for the 2011–12 financial year.

Austrade administers the Australian Export Awards program, which recognises and rewards Australian exporters. The program spent \$20,000 in 2010–11 on advertising to invite applications and announce the winners. A similar amount is planned for 2011–12 to announce the national winners of the 49th Australian Export Awards in December 2011.

Austrade administers the Export Market Development Grants Scheme (EMDG). The Scheme provides financial assistance to eligible Australian businesses by reimbursing up to 50 per cent of eligible export promotion expenses above a threshold of \$10,000. EMDG incurred no expenditure on advertising in 2010–11 and has none planned for 2011–12.

The repositioning of Australia's international education sector is a key priority for Austrade in 2011–12. Communications programs to support this priority are still in development, will vary from market to market, and do not yet have a defined budget.

Budget estimates 2011-2012; June 2011

#### Written questions on notice from **Senator Trood** to Austrade

#### **Hospitality and Entertainment**

- 1. What is the Department's hospitality spend FYTD?
- 2. Please detail date, location, purpose and cost of all events.
- 3. For each Minister and Parliamentary Secretary office, please detail total hospitality spend FYTD.
- 4. Please detail date, location, purpose and cost of each event.
- 5. What is the Department's entertainment spend FYTD?
- 6. Please detail date, location, purpose and cost of all events.
- 7. For each Minister and Parliamentary Secretary office, please detail total entertainment spend FYTD.
- 8. Please detail date, location, purpose and cost of each event.

- 1. \$0.98 million. This includes major events such as the Australian Export Awards and Business Club Australia.
- 2. To provide hospitality/entertainment expenditure by date, location, purpose and cost of each event would entail a significant diversion of resources and, in these circumstances, it is not considered that the additional work can be justified.
- 3. Questions relating to expenditure by Ministerial and Parliamentary Secretary offices should be referred to the Department of Finance and Deregulation.
- 4. See (3) above.
- 5. Austrade does not distinguish between hospitality and entertainment expenditure in its financial records.
- 6. See (2) above.
- 7. Questions relating to expenditure by Ministerial and Parliamentary Secretary offices should be referred to the Department of Finance and Deregulation.
- 8. See (7) above.

# **Board Appointments**

- 1. What is the gender ratio on each board and across the portfolio?
- 2. Please detail any board appointments for the FYTD.

- 1. There are no boards managed by Austrade.
- 2. Not applicable.

Budget estimates 2011-2012; June 2011

### Written questions on notice from **Senator Trood** to <u>Austrade</u>

#### **Grants**

- 1. Could the Department provide a list of all discretionary grants, including ad-hoc and oneoff grants FYTD? Please provide details of the recipients, the intended use of the grants and what locations have benefited from the grants.
- 1. Has the Department complied with interim requirements relating to the publication of discretionary grants?

- 1. Austrade does not deliver any discretionary grant programs.
- 2. Not applicable.

#### **Freedom of Information**

- 1. Has the Department/agency received any advice on how to respond to FOI requests?
- 2. How many FOI requests has the Department received?
- 3. How many have been granted or denied?
- 4. How many conclusive certificates have been issued in relation to FOI requests?

- 1. Yes. The Office of the Australian Information Commissioner, established under the *Australian Information Commissioner Act 2010*, provides advice to all agencies governed by the *Freedom of Information Act 1982* with respect to responding to FOI requests. Prior to the FOI reforms of 1 November 2010, FOI Guidelines for all Government agencies were issued by the Department of Prime Minister and Cabinet, and are used in responding to FOI requests which were submitted prior to 1 November 2010. Austrade also receives legal advice from time to time from external legal advisers on specific FOI matters, including the Australian Government Solicitor.
- 2. Austrade received 13 FOI request during the 2010–11 financial year.
- 3. Of the 13 FOI requests received by Austrade:
  - access was provided in full for four requests
  - access was provided in part for six requests
  - one request resulted in no documents being located
  - one request was withdrawn
  - one request is outstanding.
- 4. The *Freedom of Information (Removal of Conclusive Certificates and Other Measures) Act 2009* repealed the Government's ability to issue conclusive certificates.

Budget estimates 2011-2012; June 2011

### Written questions on notice from **Senator Trood** to <u>Austrade</u>

#### **Community Cabinets**

- 1. What was the cost of Ministers travel and expenses for the Community Cabinet meetings held this FYTD?
- 2. How many Ministerial Staff travelled with the Minister for the Cabinet meeting? What was the total cost of this travel?
- 3. How many Departmental officers travelled with the Minister for the Cabinet meeting? What was the total cost of this travel?
- 4. What was the total cost to the Department and the Ministers office?

#### Answer

1, 2, 3, 4 Please see responses provided by the Department of Foreign Affairs and Trade. (See **Attachment A**)

Budget estimates 2011-2012; June 2011

### Written questions on notice from **Senator Trood** to <u>Austrade</u>

#### **Reviews**

- 1. How many Reviews are currently being undertaken by Austrade?
- 2. When will each of these reviews be concluded?
- 3. What reviews have been concluded FYTD?
- 4. Which of these reviews has been provided to Government?
- 5. When will the Government be responding to the respective reviews that have been completed?
- 6. What is the estimated cost of each of these Reviews?
- 7. What further reviews are planned for 2010 –11 FY?

- 1. None.
- 2. Not applicable.
- 3. The Austrade CEO initiated a comprehensive review of Austrade's operations in 2010. The Minister for Trade announced the outcomes of the review on 17 May 2011.
- 4. The review of Austrade's operations was provided to the Government.
- 5. The Minister for Trade's press release of 17 May 2011 announced the outcomes of the review.
- 6. \$435,000.
- 7. None.

# Senate Foreign Affairs, Defence and Trade Legislation Committee Budget estimates 2011-2012; June 2011

### Written questions on notice from **Senator Trood** to <u>Austrade</u>

#### **Consultancies**

- 1. How many consultancies have been undertaken or are underway this FYTD?
  - (a) Please identify the name of the consultant, the subject matter of the consultancy, the duration and cost of the arrangement, and the method of procurement (i.e. open tender, direct source, etc)
  - (b) Please also include total value for all consultancies.
- 2. Does each department and agency stand by its current tenders on the Austenders website?
  - (a) Have any changes or corrections been made for any tenders advertised on to Government Tenders website (www.tenders.gov.au) for tenders advertised this financial year? Explain.
  - (b) Are you up to date with reporting requirements?
- 3. How many consultancies are planned for this calendar year?
  - (a) Have these been published in your Annual Procurement Plan (APP) on the AusTender website and if not why not?
  - (b) 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. All agencies subject to the *Financial Management and Accountability Act 1997* (FMA Act) are required to report Australian procurement contracts awarded where the contract value is \$10,000 or more on AusTender, the Australian Government's procurement information system. From 3 September 2007, departments and agencies have been required to include on AusTender details of those contracts which are consultancies and the reason for the consultancy. The information sought in relation to consultancies valued at \$10,000 or more will therefore be available on the AusTender website (<a href="www.tenders.gov.au">www.tenders.gov.au</a>). Austrade complies with its mandatory reporting requirements including: Annual Report, Senate Order (The Murray Motion), Annual Procurement Plan and AusTender Reporting for all contracts awarded valued at \$10,000 or more.

To provide details of consultancies and contracts awarded valued at less than \$10,000 would entail a significant diversion of resources and, in these circumstances, the additional work cannot be justified.

Budget estimates 2011-2012; June 2011

### Written questions on notice from **Senator Trood** to <u>Austrade</u>

- 1 (a) Refer to response to question 1.
- 1 (b) Refer to response to question 1.
- 2. Yes.
- 2 (a) Any amendments to Austrade's Annual Procurement Plan (APP) are recorded on the AusTender website (<a href="www.tenders.gov.au">www.tenders.gov.au</a>) against the relevant APP entry. In relation to Austrade's 2010–11 APP, five procurements have been withdrawn due to the services being sourced through other existing FMA agency agreements that include multi-agency access provisions.
- 2 (b) Yes. In relation to any changes, corrections or clarifications for Austrade tenders advertised on the Government Tenders Website (<a href="www.tenders.gov.au">www.tenders.gov.au</a>), these are issued as addendums and can be viewed on that website until the relevant tender has closed. More broadly, Austrade complies with its mandatory reporting requirements including: Annual Report, Senate Order (The Murray Motion), Annual Procurement Plan and AusTender Reporting for all contracts awarded valued at \$10,000 or more.
- 3. For the purposes of reporting in the 2011–12 Annual Procurement Plan, Austrade has no planned consultancies with an estimated value of \$80,000 or more. Austrade's requirements for consultancies are generally ad-hoc and, therefore, are not ordinarily planned in advance.
- 3 (a) Refer response to question 3.
- 3 (b) Refer response to question 3.

#### **Media Monitoring**

- 1. What was the total cost of media monitoring services, including press clippings, electronic media transcripts etcetera, provided to the Minister's office FYTD?
- 2. Which agency or agencies provided these services?
- 3. What was the total cost of media monitoring services, including press clippings, electronic media transcripts etcetera, provided to the Department and its agencies in FYTD?
- 4. Which agency or agencies provided these services?

- 1. The office of the Minister for Trade received the same media monitoring services as the Austrade executive. There are no additional costs incurred. See answer to No. 3 for the total cost to Austrade.
- 2. Media Monitors.
- 3. \$143,648.06.
- 4. Media Monitors.

#### **Social Media**

Has there been any changes to department and agency social media or protocols about staff access and usage of YouTube; online social media, such as Facebook, MySpace and Twitter; and access to online discussions forums and blogs since October 2010? Please explain.

#### Answer

Austrade launched its Social Media policy in June 2010. Austrade's policies and practices are in step with the APS Reform program and with the Government 2.0 Taskforce's guidelines on online communications.

To support the policy, staff training materials and a social media accreditation process were developed and compulsory social media training was conducted for all staff. Record keeping templates have been developed to record interactions within social media by accredited Austrade staff and Austrade social media branding designs and guidelines have been developed to ensure consistency across all Austrade social media presences.

Austrade also provides guidance to Australian companies on the use of social media to help their marketing activities. This advice is at http://www.austrade.gov.au/Social-media.

Budget estimates 2011-2012; June 2011

## Written questions on notice from **Senator Trood** to <u>Austrade</u>

#### **Contractors**

- 1. Has the department/agency ever employed Hawker Britton in any capacity or is it considering employing Hawker Britton? If yes, provide details.
- 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.
- 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.
- 4. Has the department/agency ever employed McCann-Erickson in any capacity or is it considering employing McCann-Erickson? If yes, provide details.
- 5. Has the department/agency ever employed Cutting Edge in any capacity or is it considering employing Cutting Edge? If yes, provide details.
- 6. Has the department/agency ever employed Ikon Communications in any capacity or is it considering employing Ikon Communications? If yes, provide details.
- 7. Has the department/agency ever employed CMAX Communications in any capacity or is it considering employing CMAX Communications? If yes, provide details.
- 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.
- 9. Has the department/agency ever employed McKinsey & Company in any capacity or is it considering employing McKinsey & Company? If yes, provide details.

#### Answer

All responses cover the period 01 January 1997, the date at which Austrade's current electronic finance records commence, to 30 June 2011.

- 1. No.
- 2. No.
- 3. No.
- 4. No.
- 5. Yes Cutting Edge was engaged by Austrade in December 2004 for the provision of services relating to the filming of the Australian Export Awards.
- 6. No.

Budget estimates 2011-2012; June 2011

# Written questions on notice from **Senator Trood** to <u>Austrade</u>

- 7. No.
- 8. Yes Boston Consulting Group has been engaged by Austrade on two separate occasions, May 1997 and September 2006, for the provision of publicity and promotional work specifically relating to wine marketing.
- 9. No.

# **Senate Foreign Affairs, Defence and Trade Legislation Committee**Budget estimates 2011-2012; June 2011

## Written questions on notice from **Senator Trood** to <u>Austrade</u>

#### **Commissioned Reports**

- 1. How many Reports have been commissioned by the Government in your portfolio FYTD? Please provide details of each report including date commissioned, date report handed to Government, date of public release, Terms of Reference and Committee members.
- 2. How much did each report cost? How many departmental staff were involved in each report and at what level?
- 3. What is the current status of each report? When is the Government intending to respond to these reports?

- 1. No reports were commissioned by the Government in Austrade in 2010–11.
- 2. Not applicable.
- 3. Not applicable.

#### **Cabinet and Sub-Cabinet Committee Meetings**

- 1. How much time is spent preparing papers/submissions for Cabinet and Sub-Cabinet Committee meetings?
- 2. How often must papers/submissions for Cabinet and Sub-Cabinet Committee Meetings be redrafted or resubmitted? Please provide example of why this would happen. (i.e. last minute policy changes or redate papers due to items not being discussed when initially scheduled).

- 1. Austrade does not record or register the time taken to prepare papers or submission for Cabinet or Cabinet Committee meetings.
- 2. Each issue for consideration at either Cabinet or a Cabinet Committee meeting have their own set of specific issues which may require the submission to be drafted or re-drafted numerous times throughout the iterative process. Austrade works collaboratively with relevant stakeholders across the APS, as well as the Cabinet Secretariat, to ensure submissions are drafted and processed as efficiently as possible.

# **Senate Foreign Affairs, Defence and Trade Legislation Committee**Budget estimates 2011-2012; June 2011

Written questions on notice from **Senator Trood** to Austrade

#### **Government Payments of Accounts**

- 1. Has the department/agency paid its accounts to contractors/consultants etc. in accordance with Government policy in terms of time for payment (i.e.within 30 days)? If not, why not, and what has been the timeframe for payment of accounts? Please provide a breakdown, average statistics etc as appropriate to give insight into how this issue is being approached.)
- 2. 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?
- 3. Where interest is being paid, what rate of interest is being paid and how is this rate determined?

#### **Answer**

1. The Australian Trade Commission's (Austrade) terms of payment policy is in line with Government policy of payment within 30 days of receipt of a correctly rendered invoice or within a shorter period if specified in the associated contract. However instances do occur where payments are not made within the specified period, primarily due to clarification from service providers, disputes about the deliverables and in some cases oversights in not pushing invoices through to accounts areas for payment.

During FY2010–11, Austrade made 3,099 payments to small businesses.

- of these payments, 2,903 (93.7 per cent) valued at \$11,166,147 (91.4 per cent of invoice value) were paid within 30 days
- of the 239 (6.3 per cent) payments made after 30 days, 89 (2.9 per cent) were paid within 31-44 days, 38 (1.2 per cent) within 45-60 days and 69 (2.2 per cent) not within 60 days.

Adherence to the policy is monitored through internal reviews by Regional Managers, Finance and Administration and Internal Audit. In addition, quarterly reports of late payments are sent to Cost Centre Managers with a request for explanations of the late payments and a reminder of the policies.

- 2. In 2009–10 and 2010–11, no supplier issued Austrade an invoice in relation to penalty interest. All of Austrade's contract templates include a late payment clause which provides for the payment of penalty interest where the amount of interest exceeds \$10 and the supplier has issued a correctly rendered invoice in relation to the interest.
- 3. If interest was being paid, it would be at the general interest charge rate determined under section 8AAD of the *Taxation Administration Act 1953* on the day payment is due, in accordance with Government policy. This rate is available from the Australian Taxation Office website.

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## Written questions on notice from **Senator Trood** to <u>Austrade</u>

#### **Government stationery requirements**

- 1. What are the government (Ministers/Parliamentary Secretaries) stationery requirements in your portfolio (i.e. special type of paper, envelopes)?
- 2. What are the cost of these items?
- 3. Is the Department/portfolio agencies paying for these?

#### Answer

1. Minister - letterhead with crest on watermarked paper, and letterhead with photo for overseas correspondence, on watermarked paper.

Parliamentary Secretary - letterhead with crest and title on watermarked paper.

Envelopes are printed with portfolio title only.

- 2. Financial year 2010–11: letterhead \$254.52, envelopes –\$142.36.
- 3. Yes.

#### **Media Subscriptions**

- 1. Does your department or agencies within your portfolio subscribe to pay TV (for example Foxtel)? If yes, please provide the reason why, the cost and what channels.
- 2. Does your department or agencies within your portfolio subscribe to newspapers? If yes, please provide the reason why, the cost and what newspapers.
- 3. Does your department or agencies within your portfolio subscribe to magazines? If yes, please provide the reason why, the cost and what magazines.

#### Answer

- 1. The Australian Trade Commission (Austrade) subscribes to pay TV in its Canberra, Sydney and Auckland offices at a cost of approximately \$400 per month in total. This provides access to the basic channel packages offered by the providers which includes news and parliamentary channels.
- 2. Austrade subscribes to many newspapers and magazines globally, and also to selected online business and news services and global business reporting databases which are made available to all offices on the Austrade network. These business subscriptions provide reports, fact sheets, industry updates and other relevant business intelligence, which together with Austrade's local in-market intelligence, provide Australian companies deeper understanding of the commercial drivers that could affect their export and investment decisions.

The costs of these various types of subscriptions are not recorded separately in Austrade's financial systems, and to separate them would entail a significant diversion of resources which, in these circumstances, it is not considered can be justified. The total cost of all subscriptions in 2010–11 was \$1.46 million.

3. See (2) above.

#### **Travel Costs**

- 1. For the FYTD, please detail all travel (itemised separately) undertaken by your portfolio Minister and Parliamentary Secretaries. Include what sum was spent on travel, accommodation, security, food, beverages (alcohol listed separately), gifts, entertainment, and all other expenses.
- 2. For the FYTD, please provide the same information (itemised separately) for any Minister and Parliamentary staff that accompanied the Minister and Parliamentary on their travel and include a similar breakdown of the costs incurred by or on behalf of those staff.
- 3. For the FYTD, please provide the same information (itemised separately) for Departmental officers that accompanied the Minister and Parliamentary Secretary on their travel and include a similar breakdown of the costs incurred by or on behalf of those staff.

#### **Answer**

- 1. Questions relating to expenditure by Ministerial and Parliamentary Secretary offices should be referred to the Department of Finance and Deregulation.
- 2. Questions relating to expenditure by Ministerial and Parliamentary Secretary offices should be referred to the Department of Finance and Deregulation.
- 3. The Australian Trade Commission (Austrade) provides extensive support to Ministers and Parliamentary Secretaries while they are travelling overseas, and occasionally in Australia.

In aggregate, for the financial year 2010–11, Austrade spent \$59,831 on air fares, \$34,364 on accommodation, \$6,821 on meals including beverages (alcohol is not separable from food and other beverages in Austrade's financial system), \$7,975 on ground transport, \$170 on entertainment and \$11,196 on all other expense items for travel in support of Ministers and other Parliamentarians. Security expenses cannot be isolated from normal overseas post security expenses and there was no expenditure on gifts.

Itemising all support separately would entail a significant diversion of resources.

Budget estimates 2011-2012; June 2011

### Written questions on notice from **Senator Trood** to <u>Austrade</u>

#### **Legal Costs**

- 1. What sum did each portfolio department and agency spend on legal services FYTD within the department and agency? Please provide a list of each service and costs.
- 2. What sum did each portfolio department and agency spend on legal services FYTD from the Australian Government Solicitor? Please provide a list of each service and costs.
- 3. What sum did each portfolio department and agency spend on legal services FYTD from private firms? Please provide a list of each service and costs.
- 4. What sum did each portfolio department and agency spend on legal services FYTD from other sources? Please provide a list of each service and costs.

#### **Answer**

- 1. For the period 1 July 2010 to 30 June 2011, \$295,118 was spent on the legal services unit within Austrade. As this cost involves maintaining an internal legal unit, it is not defined in terms of cost per service.
- 2. For the period 1 July 2010 to 30 June 2011, Austrade spent the sum of \$31,669 on legal services from the Australian Government Solicitor for the services as described below:
  - Commercial advice \$5,605
  - Litigation and dispute resolution \$17,933
  - General advice including statutory interpretation and employment law \$8,131.
- 3. For the period 1 July 2010 to 30 June 2011, Austrade spent the sum of \$1,533,817 on legal services from private firms as described below:
  - Commercial advice \$500,894
  - Litigation and dispute resolution \$735,146
  - General advice including statutory interpretation and employment law \$251,083

Total spend - \$1,487,123

4. For the period 1 July 2010 to 30 June 2011, Austrade did not spend any amount on legal services from any other source than those listed at 1), 2) and 3) above.

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Written questions on notice from **Senator Trood** to Austrade

#### **Education expenses**

1. Please detail all education expenses (i.e. in house courses and tertiary studies) for each portfolio department and agency. Include what type of course, the cost and how many participants.

#### **Answer**

1. The Austrade Study Assistance Scheme provides assistance to employees studying for formal qualifications and awards, and through other recognised educational institutions in Australia and overseas. The assistance may be in the form of partial reimbursement of fees and associated costs, study leave to attend courses or to travel to the relevant institution, and leave to attend exams.

Total Expenditure: \$86,294

Total Students: 42

The Austrade Institute Scholarship Program provides employees access to education, training and development opportunities. In 2011 the Scholarship Program is offering two places on the Asialink Leaders Program, providing a development opportunity for two high-performing employees at the APL3/4 level with a genuine professional interest in Asia.

Total Expenditure: \$14,850.

Budget estimates 2011-2012; June 2011

Written questions on notice from **Senator Trood** to <u>Austrade</u>

#### **Executive Coaching and Leadership Training**

- 1. In relation to the purchase of executive coaching and/or other leadership training services purchased by each portfolio department and agency, please provide the following information FYTD:
  - a) Total spending on these services
  - b) The number of employees offered these services and their employment classification
  - c) The number of employees who have utilised these services and their employment classification
  - d) The names of all service providers engaged
- 2. For each service purchased from a provider listed under (d above), please provide:
  - a) The name and nature of the service purchased
  - b) Whether the service is one-on-one or group based
  - c) The number of employees who received the service and their employment classification
  - d) The total number of hours involved for all employees
  - e) The total amount spent on the service
  - f) A description of the fees charged (i.e. per hour, complete package)
- 3. 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
  - c) The total number of hours involved for all employees who took part
  - d) Any costs the department or agency's incurred to use the location

- 1. a) In 2010–11, the agency expended \$39,120 on executive coaching and \$118,014 on leadership training.
  - b) A total of 600 employees were offered these services and were at the Executive level and overseas equivalent, as well as SES.
  - c) A total of 24 employees used these services at the Executive and SES level.
  - d) Providers engaged for leadership services in 2010–11 were: Resource Management International; Performance Max; Young Samuel Chambers (YSC); Team Management Systems; Australian Public Service Commission (APSC); and RMIT. Providers of executive coaching services were: The Teleran Group; Leadexec Pty Ltd; and Ncompass.

# **Senate Foreign Affairs, Defence and Trade Legislation Committee**Budget estimates 2011-2012; June 2011

## Written questions on notice from **Senator Trood** to <u>Austrade</u>

- 2. a) Leadership development services provided as per question 1. d) above, and include: Resource Management International; Performance Max; Young Samuel Chambers (YSC); Team Management Systems; and RMIT.
  - Executive coaching services were provided as per question 1. d) above, and include: The Teleran Group; Leadexec Pty Ltd; and NcompassHR and are tailored to individual employee needs and use coaching techniques to improve work performance.
  - b) The Leadership development services were provided on a group basis whilst the Executive coaching services were provided on a one-on-one basis.
  - c) A total of 24 employees received the leadership development and executive coaching services.
  - d) Executive coaching is based on a maximum of ten hours per person, whilst the leadership development program required a minimum of 80 hours per person. The leadership development program required the group to work on a long-term project over the year; therefore, the total number of hours is difficult to calculate.
  - e) In 2010–11, the agency expended \$157,134 on leadership development and executive coaching.
  - f) The fees associated with the leadership development program included: design and consultation; training delivery; venue and accommodation hire; catering; travel; and evaluation. Executive coaching services are usually charged on a per hour basis.
- 3. a) Training locations that were used externally included Rydges Cronulla and Crowne Plaza Canberra.
  - b) A total of 18 employees were trained at these external locations.
  - c) A minimum of 80 hours per person for the leadership and 10 hours per person for the executive coaching.
  - d) The total cost to deliver training at external locations was \$76,099.

#### **Paid Parental Leave**

- 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. Please list which portfolio department and agencies are providing its employees with payments under the Government's Paid Parental Leave scheme? Please list how many staff are in receipt of these payments.

- 1. Austrade is not aware of employees' eligibility for Paid Parental Leave. Eligibility is determined by Centrelink who then notify Austrade of any employees who have been deemed eligible who wish to receive their payments through their pay. Centrelink has not informed Austrade of any employees that have taken up this option to date.
- 2. Austrade has undertaken to facilitate these payments to employees. No employees have taken up the option to date.

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Written questions on notice from **Senator Trood** to <u>Austrade</u>

#### **Workpoint space**

- 1. For each portfolio department and agency office please list the occupied workpoint space allocated per person.
- 2. Does this adhere to the Government's Commonwealth Property Management Guidelines (the Guidelines)? Explain.
  - If yes, please explain if any refurbishment was required to meet the Guidelines and what the costs were.
    - a. What savings did each portfolio department and agency achieve by meeting the Guidelines? Please itemise each portfolio department and agency separately.
    - b. How much of these savings has each portfolio department and agency kept? Please itemise each portfolio department and agency separately.
  - If no, please give details why it does not, including whether an exemption has been received by the Finance Minister.
    - a. What funding has been taken from each portfolio department and agency because they do not meet the Guidelines? Please itemise each portfolio department and agency separately.
    - b. Are there plans to meet the Guidelines? Please explain.

#### Answer

1. Below is the list of Austrade's offices, of a lease size greater than 500 square metres of useable office area, with the occupied workpoint (owp) space allocated per person. This information is reportable to the Australian Government Property Data Collection (PRODAC).

Canberra = 16.0 sqm/owp Melbourne = 15.6 sqm/owp Sydney = 15.5 sqm/owp

- 2. The Government's Commonwealth Property Management Guidelines specify an allocation of 16.0 square metres per own in properties greater than 500 square metres of useable office area. Austrade's workpoint allocations are within allowed tolerances and therefore meet the Guidelines. Refurbishment was not required to meet the Guidelines.
- 2a&b. As refurbishment of the above properties was not required to meet the Government's Commonwealth Property Management Guidelines, no savings were realised or kept by Austrade.

#### Senate Foreign Affairs, Defence and Trade Legislation Committee Budget estimates 2011-2012; June 2011

Verbal question on notice from **Senator Foreshaw** to <u>Austrade</u>

#### **Nationalisation of the South Africa mining industry**

- 1. In reference to an article in the *Australian Financial Review* on 31 May 2011 (**Attachment B**), could you please provide an update about action that Australian mining executives were reportedly considering about the potential for the 'nationalisation of the South Africa mining industry'?
- 2. Could you please provide information about a letter that was to be written to Mr Gwede Mantashe, Secretary-General of the African National Congress?

#### **Answer**

#### 1. & 2.

In October 2010, while visiting Australia as a guest of the Australian Government, African National Congress Secretary-General Gwede Mantashe invited Australian mining industry members to write to him with suggestions on how South Africa could facilitate investment in its mining industry.

The Australian Trade Commission (Austrade) initially assisted in coordinating the preparation of a draft letter relaying the views of industry members. A number of industry representatives however, subsequently declined to be signatories after a reaffirmation by a senior South African Minister that it was not the policy of the South African Government to nationalise the mining industry.

In the light of these developments, and after consultation with the Department of Foreign Affairs and Trade (DFAT), it was decided that a letter was no longer required. Austrade and DFAT, including the Australian High Commission in Pretoria, will continue to follow this issue closely.

Budget estimates 2011-2012; June 2011

#### Attachment A

### Answer provided by the Department of Foreign Affairs and Trade

**Question No. 76** 

**Program: Portfolio Overview** 

**Topic: Community Cabinets** 

**Question in Writing** 

**Senator Trood** 

#### **Ouestion**

- 1) What was the cost of Ministers travel and expenses for the Community Cabinet meetings held this FYTD (2010-11)?
- 2) How many Ministerial Staff travelled with the Minister for the Cabinet meeting? What was the total cost of this travel?
- 3) How many Departmental officers travelled with the Minister for the Cabinet meeting? What was the total cost of this travel?
- 4) What was the total cost to the Department and the Ministers office?

- 1) No portfolio Ministers attended Community Cabinet meetings this FYTD.
- 2) An Assistant Adviser to the Minister for Foreign Affairs attended the Community Cabinet meeting in Modbury Heights, South Australia, on 19 May 2011. Information on Ministers' domestic travel costs, and the travel costs of their personal staff, is available from the Department of Finance and Deregulation (DoFD).
- 3) One Departmental officer based in Brisbane attended the Community Cabinet meeting in Redcliffe, Queensland, on 2 December 2010. One Departmental officer based in Perth attended the Community Cabinet meeting in Fremantle, Western Australia, on 30 March 2011. One Departmental officer based in Adelaide attended the Community Cabinet meeting in Modbury Heights, South Australia, on 19 May 2011. Departmental travel costs were funded under the Department's ordinary operating budget.
- 4) No portfolio Ministers attended Community Cabinet meetings this FYTD.

  Departmental officers who attended meetings did so in the course of their normal duties.

  No additional costs to the Department were incurred. Information on Ministers' costs, and the costs of their personal staff, is available from DoFD.

Budget estimates 2011-2012; June 2011

Attachment B

**Australian Financial Review** 31 May 2011, p17

# Mine of problems in South Africa

#### Dan Hall and Perry Williams

The violent death of a Platinum Australia contractor in South Africa at the company's Smokey Hills mine has stoked fears among Australian miners of the risks of operating in the mineral-rich nation.

Australian companies have expressed increasing concern over union threats, alleged corruption, government mishandling and nepotism in South Africa ahead of a government report into Australia's relations with Africa, due for release in June.

Platinum Australia highlighted the worsening situation in South Africa yesterday after a contractor became the victim of a contentious workplace dispute, sending the company's shares down 8 per cent.

A minibus carrying workers from contractor JIC Mining Services to Smokey Hills last Thursday was attacked by a crowd of people, which reportedly included a number of former employees of JIC who had been dismissed in February following an illegal strike. A 39-year-old worker was killed and five others were admitted to hospital.

While a task team between government and company has been created to quell unrest at the mine, the difficulty of doing business continues to frustrate many of the 23 companies listed on the Australian Stock Exchange and active in the country.

This year, South Africa slipped further in the latest ranking of mining destinations compiled in the authoritative annual survey conducted by Canada's Fraser Institute.

The latest result for the 2010-11 survey, released in March, revealed that South Africa had slipped once again in the rankings to stand at 67 out of 79 mining destinations assessed, compared with 61 out of 72 in the 2009-10 survey.

Notably, South Africa's actual score of 23.4 put it only marginally ahead of Zimbabwe, which had a score of 22.4, slotting that country in at 71 as part of the bottom 10.

Corruption in Africa is a key focus of the joint standing committee on Foreign Affairs, Defence and Trade's inquiry into a current inquiry into Australia's relationship with countries in Africa.

Sub-committee member and West Australian member of parliament Dennis Jensen expressed the dire state of affairs in December.

"The issue of corruption in Africa is deep. It is cultural. Basically, it is the curse of Africa," he said at a committee hearing.

Concerns over South Africa's minerals licensing regime have prompted complaints from Australian mining executives to senior Austrade delegates. One mining executive operating in South Africa said corruption was endemic within the South African Department of Mineral Resources, which issues mining and exploration licences to minerals explorers and mining companies.

"There's a huge industry of middlemen claiming they can expedite licence applications through various government departments," said the executive, who declined to be named. "They've got reasonable laws, but government departments are grossly underfunded, understaffed and undertrained."

Austrade's global leader for infrastructure, mining and resources, Peter Harrison, acknowledged industry concerns over the potential for the "nationalisation of the South Africa mining industry" in correspondence with mining executives last year.

A meeting between several mining executives and senior Austrade officials was convened in December 2010 for miners to voice their concerns first hand.

An email from Mr Harrison to mining executives suggests that a joint communiqué would be presented to African National Congress secretary-general Gwede Mantashe after the meeting.

The Australian High Commissioner in South Africa would later present the joint communiqué.

Officials from Austrade declined to respond to questions over South African licensing issues.

The agency is preparing to overhaul its approach to minerals investment in Africa as part of the biggest strategic review of the trade and investment development agency in 20 years.

#### **KEY POINTS**

- Australian companies are concerned over endemic corruption and violence after a worker was killed.
- The African nation has slipped further down the rankings of mining destinations to 67 out of 79.