

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 199

Division/Agency: People and Service Delivery Division

Topic: BICON

Proof Hansard page: Written

Senator COLBECK asked:

1. What is the current status of BICON development and roll out?
2. When is it expected to be finished?
3. Is this on time and on budget?
4. What is the current cost and expected final cost and how does that compare to initial budget?
5. What was the original costing?
6. Where is the extra money coming from?
7. Is the IER being used for the shortfall?

Answer:

1. The ICON Redevelopment Project (BICON) will deliver a system which enables creation and browsing of import conditions and creation of import permits. The system build is in its final stages.

In parallel with the system development, the project includes work to re-engineer the current import conditions into a decision support format for use with the new system. The re-engineering of the existing import conditions is nearing completion.

2. The department is assessing the extent of effort required to finalise the system build. Once this assessment is complete, the department will be in a position to advise on the expected date for implementation.

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 199 (continued)

3. The original budget for this project, after contract negotiations were finalised, was established in 2009 at \$35.7 million. This consisted of \$23.6 million capital budget for the software build and \$12.1 million operational budget for the re-engineering of current import conditions and development of training and other tools related to implementation.

In November 2012 the project budget was revised to \$46 million with an anticipated completion date of June 2013. The increase was largely related to a greater effort required in re-engineering import conditions (\$3.5 million) along with changes to the cost allocation of corporate overheads (\$5.5 million)

The department is currently assessing the extent of effort required to finalise the system build. Once this assessment is complete, the department will be in a position to advise on the expected cost for implementation.

4. See answer to question 3.
5. See answer to question 3.
6. Further costs associated with agreed changes to the project will flow to the recipient of the benefit of the new system.
7. Industry Reserves have funded \$16.7 million of the BICON project to date.

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 200

Division/Agency: People and Service Delivery Division

Topic: Entitlement of Sick Days

Proof Hansard page: 11

Senator COLBECK asked:

Senator COLBECK: What is the entitlement of sick days a year under the workplace agreement?

Ms O'Brien: The provision in the enterprise agreement is up to 20 days which relates to sick leave, carer's leave and a range of personal leave factors. There are also no certification requirements on our staff at this time under the enterprise agreement.

Senator COLBECK: So they do not need any certificates?

Ms O'Brien: They do not require certificates unless in particular instances to secretary can exercise his discretion to require certificates in particular cases.

Senator COLBECK: Were you aware that veterans affairs sought to cap the number of sick days without certificates in the last agreement? I will leave the descriptor out so that I do not upset Senator Sterle.

Ms O'Brien: We did as well. We went through a period of protracted industrial action during the negotiation period around our enterprise agreement and one of the management initiated changes that we took off the table in order to reach resolution around the agreement was the requirement for the certification of sick leave and personal leave.

Senator COLBECK: What is the financial cost to the department of this?

Ms O'Brien: I might need to take that on notice.

Answer:

The financial cost, in base salary to the department, due to unplanned absences for the 2011-12 financial year, was \$17.6 million.

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 201

Division/Agency: People and Service Delivery Division

Topic: 0.6 Reduction

Proof Hansard page: 12

Senator COLBECK: Have you had a look at what the saving has been to the department of that 0.6 reduction?

Ms O'Brien: Again, I will take that on notice.

Answer:

A reduction of 0.6 in the department's annual unplanned absence rate for the 2011–12 financial year, equates to approximately \$0.73 million in employee base salaries. However, there were no savings made, as the lower unplanned absence rate was offset by annual increases in employee costs.

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 202

Division/Agency: People and Service Delivery Division

Topic: NRS Staffing Levels

Proof Hansard page: 51

Senator COLBECK asked:

Senator COLBECK: You can give me the following one on notice: current staffing levels and what it has been for the last three years.

Mr Read: In regard to what?

Senator COLBECK: Current staffing level of the NRS.

Mr Read: Yes.

Answer:

Date	Headcount	FTE
30/06/2010	22	20.1
30/06/2011	23	21.4
30/06/2012	21	19.4
31/01/2013	18	17.3

This information includes ongoing and non-ongoing (temporary) employees.

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 203

Division/Agency: People and Service Delivery Division

Topic: Cost of Redundancies

Proof Hansard page: Written

Senator Colbeck asked:

QON 130 May 2012 highlighted 4 voluntary redundancies from the Information Services Division. What was the total cost of these redundancies?

Answer:

Severance payments for the four redundancies referred to in question on notice 130 from Budget Estimates in May 2012 totalled \$193 666.89.

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 204

Division/Agency: People and Service Delivery Division

Topic: Staffing

Proof Hansard page: Written

Senator HEFFERNAN asked:

How many ongoing staff recruited this financial year to date? What classification are these staff?

How many non-ongoing positions exist or have been created this financial year to date? What classification are these staff?

This financial year to date, how many employees have been employed on contract and what is the average length of their employment period?

Answer:

As at 31 January 2012, 187 ongoing employees had been engaged by the Department of Agriculture Fisheries and Forestry (DAFF). The classification of these staff were as follows:

Classification	Number
APS1	7
APS2	-
APS3	71
APS4	12
APS5	17
APS6	31
EL1	33
EL2	14
SES1	1
SES2	1
Total	187

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 204 (continued)

For this financial year to date, DAFF has had 480 non-ongoing positions that were filled. The classification of these positions were as follows:

Classification	Number
APS1	16
APS2	42
APS3	88
APS4	89
APS5	33
APS6	100
EL1	34
EL2	15
Meat Inspector 1	1
Meat Inspector 2	60
SES1	1
SES2	1
Total	480

The DAFF has employed 102 contractors this financial year, with an average contract term of 203 calendar days.

Rural and Regional Affairs and Transport Committee
ANSWERS TO QUESTIONS ON NOTICE
Supplementary Budget Estimates October 2012
Agriculture, Fisheries and Forestry

Question: 205

Division/Agency: People and Service Delivery Division

Topic: Staffing

Proof Hansard page: Written

Senator HEFFERNAN asked:

How many ongoing staff left the department/agency this financial year to date? What classification were these staff?

How many non-ongoing staff left the department/agency this financial year to date? What classification were these staff?

How many contract staff left the department/agency this financial year to date? What classification were these staff?

Answer:

Two hundred and seven ongoing¹ employees left the department between 1 July 2012 and 31 January 2013. The classifications of the ongoing employees were Australian Public Service levels (APS) 1–6, Executive Level (EL) 1, EL2 and Senior Executive Service (SES) band 2.

Between 1 July 2012 and 31 January 2013, 93 non-ongoing employees left the Department of Agriculture Fisheries and Forestry.

The classifications of the non-ongoing employees were APS2-6, EL1 and EL2.

Fifty nine contractors left the department between 1 July 2012 and 31 January 2013. Contractors are not engaged with DAFF at a particular classification.

¹ includes ongoing employees ceasing a temporary transfer with the department from another APS agency during this period

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 206

Division/Agency: People and Service Delivery Division

Topic: Staffing

Proof Hansard page: Written

Senator HEFFERNAN asked:

Are there any plans for staff reduction? If so, please advise details including if there is a reduction target, how this will be achieved, and if any services/programs will be cut.

If there are plans for staff reductions, please give the reason why these are happening.

Answer:

No. Average staffing levels are predicted to remain stable over the course of the year.

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 207

Division/Agency: People & Service Delivery Division

Topic: Graduate Recruitment

Proof Hansard page: Written

Senator HEFFERNAN asked:

How much has been spent on 2014 Graduate Recruitment to date? Please itemise and detail costs.

Has any travel been incurred for 2014 Graduate Recruitment? Please itemise and detail costs.

Answer:

As at 28 February 2013, the following costs have been incurred for 2014 graduate recruitment:

Marketing and advertising

Careers fair registrations	\$6975.00
Advertising material (written and online)	\$36 925.58

Total	\$43 900.58
--------------	--------------------

As at 28 February 2013, no travel expenses have been incurred for 2014 Graduate Recruitment.

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 208

Division/Agency: People and Service Delivery Division

Topic: Graduate Training Costs

Proof Hansard page: Written

Senator HEFFERNAN asked:

How much was spent on 2013 Graduate Training? Provide details of what training was provided, why and the estimated cost for each.

Answer:

The Department of Agriculture, Fisheries and Forestry commenced the delivery of training for 58 new employees in the 2013 Graduate cohort on 17 January 2013.

The total estimated cost to be spent on 2013 graduate training is \$600 520 over the 2012–13 and 2013–14 financial years.

2013 Graduate training	Why it was provided	Delivery	Estimated cost
Induction	Covers a broad range of topics and helps familiarise new employees with the department.	January	Nil – internal presenters
Graduate Certificate in Public Administration (University of Canberra)	Provides graduates with a formal postgraduate qualification tailored to government, which lays the foundation for a successful career in the department and wider APS.	March-October	\$420 940 (includes APSC panel procurement fee)
Industry visit	Designed to allow graduates to refine their project management and team skills and to engage with stakeholders to gain an on the ground perspective. Graduates present their findings and recommendations to departmental executives via a report and presentation.	August	\$90 000
Achieves Results (Australian Institute of Management)	Provides graduates with the tools for understanding, planning for, and managing change within the organisation.	February-March	\$31 780

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 208 (continued)

2013 Graduate training	Why it was provided	Delivery	Estimated cost
Communicates with Influence (Australian Institute of Management)	Designed to equip graduates with the tools, techniques and concepts they need to manage negotiations successfully.	March-May	\$30 400
Administrative Law and Decision Making in the APS (external provider)	Gives graduates an appreciation of the accountability and governance framework that all APS staff work within; skills in finding, reading and interpreting legislation; and a practical understanding of Commonwealth Government legislation and how it impacts daily decision-making within the department.	May-June	\$10 000
A Taste of Government (APSC Seminar)	Provides an opportunity for graduates to gain a valuable insight into the workings of the APS and how it operates in relation to Ministers, Government and in a policy setting.	March	\$4350
The Great Grad Debate (APSC Seminar)	Provides an opportunity for graduates to debate a topical and current APS issue and represent their agency in a whole-of-government event.	May	\$8700
Candid Reflections from Inspiring APS Leaders (APSC Seminar)	Provides an opportunity for graduates to engage with a range of speakers from the public and private sector who will provide diverse perspectives on a topic relevant to the current APS operating environment.	November	\$4350
TOTAL			\$600 520

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 209

Division/Agency: People and Service Delivery Division

Topic: Education Expenses

Proof Hansard page: Written

Senator HEFFERNAN asked:

What is the department/agency's guidelines on study?

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 types of course, the total cost, cost per 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. The Department of Agriculture Fisheries and Forestry's (DAFF) guidelines on study (Studybank) provide study assistance in the form of financial reimbursement of study costs (tuition fees and/or equipment) and/or study leave for employees wishing to undertake tertiary studies through an approved Australian tertiary institution. To be approved for study assistance the course applied for must be determined to be of benefit to an employee's current role or career development in DAFF and the broader Australian Public Service (APS). Studybank is not an automatic entitlement, but is granted at the discretion of the Studybank delegate. Applications are considered for approval by the delegate in accordance with the guidelines, and take into account the skill and capability needs of the DAFF and the APS.
2. The courses have been divided into three types:
 - a) *General management training* which benefits the DAFF or agency by enhancing core public service skills, business acumen and capability development against the Integrated Leadership System.
 - b) *Technical training* which benefits DAFF or agency by enhancing technical skills in a particular field of expertise.
 - c) *Studybank* which benefits the DAFF by providing assistance to undertake courses which are determined to be of direct or indirect benefit to an employee's current role or career development in DAFF and the broader APS.

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 209 (continued)

The following table reflects expenditure on general management and technical training for the financial year to date (1 July 2012–31 January 2013) for the DAFF and portfolio agencies.

AGENCY	<i>General Management</i>			<i>Technical Training</i>		
	No.	Cost pp*	Total cost	No.	Cost pp*	Total cost
DAFF	4977	\$224.25	\$1 116 092.50	4278	\$125.45	\$536 662.31
Australian Fisheries Management Authority (AFMA)	183	\$462.46	\$84 628.99	135	\$776.94	\$104 886.03
Australian Pesticides & Veterinary Medicines Authority (APVMA)	8	\$1391.62	\$11 133.00	63	\$248.32	\$15 644.45
Cotton Research & Development Corporation (CRDC)	1	\$1126.00	\$1126.00	1	\$850.00	\$850.00
Fisheries Research & Development Corporation (FRDC)	4	\$872.25	\$3489.00	0	\$0.00	\$0.00
Grains Research & Development Corporation (GRDC)	264	\$470.58	\$124 231.31	11	\$1336.19	\$14 698
Grape & Wine Research & Development Corporation (GWRDC)	4	\$437.25	\$1749.00	2	\$1000.00	\$2000.00
Rural Industries Research & Development Corporation	7	\$809.72	\$5668.00	24	\$451.68	\$10 840.32
Sugar Research & Development Corporation (RIRDC)	12	\$1414.17	\$16 970.00	2	\$5200.00	\$10 400.00
Wine Australia	7	\$880.00	\$6160.00	0	0.00	\$0.00
Wheat Exports Australia (WEA)	6	\$721.66	\$4330.00	0	\$0.00	\$0.00
Total **	5473		\$1 375 577.80	4516		\$695 981.11

***Cost pp** (average cost per participant) has been calculated by dividing the total cost by the number of participants and is rounded to 2 decimal places.

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 209 (continued)

**Total costs exclude leadership training which is provided separately in Question on Notice 255, and Studybank costs (which is provided below).

A summary of Studybank participation for the financial year to date for DAFF and its portfolio agencies appears below.

DAFF			
Employee Classification	Number of participants by classification	Number of hours by classification	Total cost by classification
APS2	1	65.00	\$0.00
APS3	7	306.25	\$5373.00
APS4	15	751.00	\$29 653.75
APS5	44	3004.50	\$113 589.80
APS6	45	2349.25	\$73 086.40
EL1	41	2122.30	\$93 834.28
EL2	14	707.45	\$45 135.15
DAFF Total	167	9305.75	\$360 672.38

AFMA			
Employee Classification	Number of participants by classification	Number of hours by classification	Total cost by classification
APS4	4	307.50	\$8342.60
APS5	2	117.50	\$821.95
APS6	10	462.50	\$16 836.20
EL1	3	37.50	\$9851.30
AFMA Total	19	925.00	\$35 852.05

APVMA			
Employee Classification	Number of participants by classification	Number of hours by classification	Total cost by classification
APS5	2	118.50	\$3618.80
APS6	2	54.00	\$2829.00
EL1	2	72.00	\$6840.37
APVMA Total	6	244.50	\$13 288.17

CRDC			
Employee Classification	Number of participants by classification	Number of hours by classification	Total cost by classification
APS2	1	15.00	\$1060.00
CRDC Total	1	15.00	\$1060.00

Rural and Regional Affairs and Transport Committee
ANSWERS TO QUESTIONS ON NOTICE
 Additional Estimates February 2013
Agriculture, Fisheries and Forestry

Question: 209 (continued)

GRDC			
Employee Classification	Number of participants by classification	Number of hours by classification	Total cost by classification
APS6	1	15.00	\$0.00
GRDC Total	1	15.00	\$0.00

SRDC			
Employee Classification	Number of participants by classification	Number of hours by classification	Total cost by classification
EL1	2	15.00	\$0.00
SRDC Total	2	15.00	\$0.00

Wine Australia			
Employee Classification	Number of participants by classification	Number of hours by classification	Total cost by classification
APS6	2	8.00	\$919.00
EL1	2	88.00	\$1093.07
Wine Australia Total	4	96.00	\$2012.07

Attachment A lists the type of course, number of participants for each course, number of study leave hours granted per participant, and the cost per participant by classification.

Additional Estimates February 2013
General Education Expenses to 31 January 2013

Question: 209 (continued)

Period	Agency	Type of course	Number of participants by course	Employee classification		Study leave granted in hours per classification	Cost per participants by classification	Total cost of course
				Classification	Number			
Semester 2, 2012	APVMA	Graduate Certificate in Veterinary Public Health Management	1	EL1	1	27.00	\$3828.62	\$3828.62
	APVMA	Bachelor of Equine Science	1	APS6	1	27.00	\$2014.00	\$2014.00
	APVMA	Financial Reporting	1	APS6	1	27.00	\$815.00	\$815.00
	APVMA	Master of Project Management	1	EL1	1	45.00	\$3011.75	\$3011.75
	APVMA	Advanced Diploma - Accounting	1	APS5	1	45.00	\$118.90	\$118.90
Semester 1, 2013	APVMA	Certificate IV in Government (Statutory Compliance and Investigation)	1	APS5	1	73.50	\$3500.00	\$3500.00
Semester 2, 2012	AFMA	Bachelor of Environmental Science	1	APS6	1	60.00	\$1832.00	\$1832.00
	AFMA	Master of Professional Accounting	1	APS6	1	35.00	\$0.00	\$0.00
	AFMA	Masters of Law	1	EL1	1	22.50	\$3825.00	\$3825.00
	AFMA	Masters of Public Administration	1	EL1	1	15.00	\$2483.80	\$2483.80
	AFMA	Master of Diplomacy and Trade	1	APS4	1	60.00	\$4408.15	\$4408.15
	AFMA	Certificate IV in Information Technology	1	APS5	1	60.00	\$587.95	\$587.95
	AFMA	Chartered Practising Accountant	1	APS6	1	30.00	\$611.25	\$611.25
	AFMA	Master of Project Management	1	APS6	1	60.00	\$2925.00	\$2925.00
	AFMA	Diploma of Business and Diploma of Management	1	APS4	1	112.50	\$0.00	\$0.00
	AFMA	Law of the Sea and Marine Species	1	APS6	1	45.00	\$3460.00	\$3460.00
Semester 1, 2013	AFMA	Bachelor of Environmental Science	1	APS6	1	67.5	\$1658.50	\$1658.50
	AFMA	Master of Laws	1	EL1	1	0	\$3542.50	\$3542.50
	AFMA	Master of Diplomacy and Trade	1	APS4	1	60	\$3934.45	\$3934.45
	AFMA	Certificate IV Information Technology	1	APS5	1	57.5	\$234.00	\$234.00
	AFMA	Post Graduate Certificate in Maritime Safety	1	APS6	1	30	\$1399.45	\$1399.45
	AFMA	Chartered Practising Accountant	1	APS6	1	30	\$552.50	\$552.50
	AFMA	Master of Project Management	1	APS6	1	30	\$1267.50	\$1267.50
	AFMA	Diploma in Business/Management	1	APS4	1	75	\$0.00	\$0.00
	AFMA	Masters of Public and International Law	1	APS6	1	75	\$3130.00	\$3130.00
Semester 2, 2012	Wine Australia	Toastmasters	1	APS6	1	0.00	\$44.00	\$44.00
	Wine Australia	Graduate Diploma in Applied Finance	1	APS6	1	8.00	\$875.00	\$875.00
	Wine Australia	Bachelor of Law and legal Practice	1	EL1	1	24.00	\$1093.07	\$1093.07
Semester 1, 2013	Wine Australia	Bachelor of Laws & Legal Practice	1	EL1	1	64.00	\$0.00	\$0.00
Semester 1, 2013	CRDC	Bachelor of Commerce	1	APS2	1	15.00	\$1060.00	\$1060.00
Semester 1, 2013	GRDC	Master of Viticulture and Oenology	1	APS6	1	15.00	\$0.00	\$0.00
Semester 1, 2013	SRDC	Master of Research Management and Commercialisation	1	EL1	1	7.50	\$0.00	\$0.00
	SRDC	Executive Master of Business Administration	1	EL1	1	7.50	\$0.00	\$0.00
Semester 2, 2012	DAFF	Bachelor of Agriculture & Land Management	1	APS3	1	65.00	\$0.00	\$0.00
	DAFF	Bachelor of Arts	2	APS3	1	44.25	\$0.00	\$635.40
				EL1	1	64.00	\$635.40	
	DAFF	Bachelor of Business	5	APS4	1	121.00	\$4000.00	\$5250.00
				APS5	2	87.00	\$0.00	
				APS6	2	86.00	\$1250.00	
	DAFF	Bachelor of Business/Bachelor of Arts	2	APS3	1	36.00	\$0.00	\$0.00
				APS6	1	36.00	\$0.00	

Additional Estimates February 2013
General Education Expenses to 31 January 2013

Question: 209 (continued)

Period	Agency	Type of course	Number of participants by course	Employee classification		Study leave granted in hours per classification	Cost per participants by classification	Total cost of course
				Classification	Number			
	DAFF	Bachelor of Commerce	3	APS5	1	98.50	\$2500.00	\$5200.00
				APS6	1	34.00	\$0.00	
				EL1	1	78.00	\$2700.00	
	DAFF	Bachelor of Economics	1	EL1	1	71.50	\$3111.75	\$3111.75
	DAFF	Bachelor of Management	3	APS6	3	178.75	\$2387.85	\$2387.85
	DAFF	Bachelor of Public Health	1	EL1	1	104.00	\$1,131.25	\$1131.25
	DAFF	Bachelor of Public Relations	1	APS6	1	79.50	\$2127.90	\$2127.90
	DAFF	Bachelor of Science	4	APS4	1	92.25	\$583.50	\$5016.15
				APS5	2	88.75	\$3731.50	
				EL1	1	52.00	\$701.15	
	DAFF	Bachelor of Wine Science	1	APS6	1	36.00	\$282.00	\$282.00
	DAFF	Business and Economic Forecasting	1	EL2	1	63.50	\$3296.00	\$3296.00
	DAFF	Certificate IV in Accounting	2	APS6	2	191.00	\$2860.00	\$2860.00
	DAFF	Certificate IV in Government	1	EL1	1	78.00	\$0.00	\$0.00
	DAFF	Certified Practising Accountant	2	APS6	1	12.50	\$815.00	\$1630.00
				EL2	1	11.45	\$815.00	
	DAFF	Chartered Account	1	APS5	1	22.50	\$1909.00	\$1909.00
	DAFF	Diploma of Animal Technology	1	APS5	1	66.00	\$0.00	\$0.00
	DAFF	Diploma of Aquaculture	1	APS5	1	62.00	\$251.00	\$251.00
	DAFF	Diploma of Human Resources Management	1	APS5	1	24.00	\$518.00	\$518.00
	DAFF	Diploma of Management	1	APS6	1	80.00	\$50.00	\$50.00
	DAFF	Diploma of Professional Accounting	1	EL1	1	72.30	\$4365.75	\$4365.75
	DAFF	Diploma of Project Management	1	EL1	1	41.00	\$500.00	\$500.00
	DAFF	Diploma of Government	1	EL2	1	39.50	\$800.00	\$800.00
	DAFF	Doctor of Philosophy	1	APS6	1	12.00	\$0.00	\$0.00
	DAFF	Graduate Certificate in Applied Science	1	APS4	1	39.00	\$1006.00	\$1006.00
	DAFF	Graduate Certificate in Plant Biosecurity	3	APS3	1	48.00	\$2778.00	\$7968.00
				APS6	1	39.00	\$2595.00	
				EL1	1	36.00	\$2595.00	
	DAFF	Graduate Certificate in Professional Accounting	1	EL2	1	104.00	\$8000.00	\$8000.00
	DAFF	Graduate Diploma in Business	1	EL1	1	45.00	\$2673.64	\$2673.64
	DAFF	Graduate Diploma in Information Technology	1	EL1	1	52.00	\$3152.00	\$3152.00
	DAFF	Graduate Diploma in International Affairs	2	APS6	1	41.00	\$0.00	\$3825.00
				EL1	1	0.00	\$3825.00	
	DAFF	Graduate Diploma in Legal Practice	1	EL1	1	3.00	\$4500.00	\$4500.00
	DAFF	Graduate Diploma in Plant Biosecurity	1	APS5	1	45.00	\$2595.00	\$2595.00
	DAFF	Graduate Diploma in Statistics	1	EL1	1	68.00	\$1629.38	\$1629.38
	DAFF	Juris (JD) Program	1	EL2	1	55.00	\$2381.90	\$2381.90
	DAFF	Masters of Agricultural Business Management	1	EL1	1	45.00	\$808.00	\$808.00
	DAFF	Masters of Asia-Pacific Studies	1	APS6	1	75.00	\$0.00	\$0.00
	DAFF	Masters of Biostatistics	1	APS6	1	33.00	\$0.00	\$0.00
	DAFF	Masters of Business Administration	6	APS6	1	45.00	\$1626.00	\$16 219.08
				EL1	4	120.00	\$9093.08	
				EL2	1	0.00	\$5500.00	
	DAFF	Masters of Business Informatics	1	APS6	1	45.00	\$0.00	\$0.00
	DAFF	Masters of Climate Change	1	APS6	1	54.00	\$3405.75	\$3405.75

Additional Estimates February 2013
General Education Expenses to 31 January 2013

Question: 209 (continued)

Period	Agency	Type of course	Number of participants by course	Employee classification		Study leave granted in hours per classification	Cost per participants by classification	Total cost of course
				Classification	Number			
	DAFF	Masters of Communication	1	APS5	1	54.00	\$1090.00	\$1090.00
	DAFF	Masters of Environmental Management	4	APS6	3	226.25	\$8757.75	\$15 261.75
				EL1	1	42.25	\$6504.00	
	DAFF	Masters of Environmental Science	1	EL1	1	72.50	\$2711.75	\$2711.75
	DAFF	Masters of Financial Management	1	APS5	1	45.00	\$3066.00	\$3066.00
	DAFF	Masters of International and Community Development	1	EL1	1	42.00	\$1750.00	\$1750.00
	DAFF	Masters of International and Development Economics	7	APS5	4	295.50	\$22 308.30	\$32 159.00
				APS6	2	147.25	\$6378.70	
				EL1	1	51.75	\$3472.00	
	DAFF	Masters of International Trade and Economic Relations	1	APS5	1	50.50	\$3570.00	\$3570.00
	DAFF	Masters of Plant Biosecurity	1	APS5	1	51.00	\$2595.00	\$2595.00
	DAFF	Masters of Public Administration	2	APS5	1	84.00	\$2295.72	\$7222.47
				EL1	1	37.50	\$4926.75	
	DAFF	Masters of Public Policy	1	APS5	1	48.00	\$1658.87	\$1658.87
	DAFF	Masters of Teaching	1	APS6	1	23.50	\$0.00	\$0.00
	DAFF	Masters of Veterinary Studies	4	APS6	3	114.00	\$14 558.62	\$21 146.62
				EL2	1	107.00	\$6588.00	
	DAFF	Masters of Wine Business	1	APS5	1	158.00	\$2634.62	\$2634.62
	DAFF	PhD in Economics	1	APS5	1	91.25	\$465.75	\$465.75
	DAFF	PhD in Veterinary Science	1	EL2	1	60.00	\$0.00	\$0.00
	DAFF	PhD Science	1	EL1	1	78.00	\$0.00	\$0.00
	DAFF	PhD Thesis	1	APS5	1	108.00	\$0.00	\$0.00
	DAFF	Post Graduate in Plant Biosecurity	3	APS3	1	22.50	\$2595.00	\$7817.50
				APS4	2	34.00	\$5222.50	
	DAFF	Social Network Analysis	1	APS5	1	40.00	\$0.00	\$0.00
Semester 1, 2013	DAFF	Bachelor of Agriculture and Land Management	1	APS2	1	65.00	\$0.00	\$0.00
	DAFF	Bachelor of Arts	1	EL1	1	116.00	\$1466.00	\$1466.00
	DAFF	Bachelor of Arts in Architecture	1	APS6	1	98.00	\$0.00	\$0.00
	DAFF	Bachelor of Arts in Chinese Language and Linguistics	1	APS3	1	58.50	\$0.00	\$0.00
	DAFF	Bachelor of Business	1	APS4	1	40.00	\$0.00	\$0.00
	DAFF	Bachelor of Business Administration	2	APS5	1	112.50	\$0.00	\$1250.00
				APS6	1	45.00	\$1250.00	
	DAFF	Bachelor of Business Management	1	APS4	1	40.00	\$0.00	\$0.00
	DAFF	Bachelor of Commerce	2	APS5	1	92.00	\$3000.00	\$3000.00
				APS6	1	19.50	\$0.00	
	DAFF	Bachelor of Communication and Media Studies	1	APS6	1	75.00	\$0.00	\$0.00
	DAFF	Bachelor of Communication in Public Relations	1	APS6	1	142.25	\$2745.45	\$2745.45
	DAFF	Bachelor of Interdisciplinary Studies (Sustainability)	1	EL2	1	70.00	\$2517.25	\$2517.25
	DAFF	Bachelor of Law	1	EL1	1	47.00	\$2448.00	\$2448.00
	DAFF	Bachelor of Laws	1	APS4	1	36.00	\$0.00	\$0.00
	DAFF	Bachelor of Management	1	APS6	1	19.25	\$0.00	\$0.00
	DAFF	Bachelor of Science	1	APS4	1	92.75	\$1008.75	\$1008.75
	DAFF	Certificate IV in Human Resource	1	APS4	1	0.00	\$1763.00	\$1763.00

Additional Estimates February 2013
General Education Expenses to 31 January 2013

Question: 209 (continued)

Period	Agency	Type of course	Number of participants by course	Employee classification		Study leave granted in hours per classification	Cost per participants by classification	Total cost of course
				Classification	Number			
	DAFF	Certificate IV in Professional Communication Certificate IV in Venues and Events	1	APS5	1	46.50	\$490.20	\$490.20
	DAFF	Diploma in Management	1	APS5	1	80.00	\$0.00	\$0.00
	DAFF	Diploma in Project Management	1	APS6	1	0.00	\$1000.00	\$1000.00
	DAFF	Diploma in Seafood Industry	1	APS5	1	62.00	\$654.00	\$654.00
	DAFF	Doctor of Philosophy (Economics)	1	APS5	1	106.25	\$465.75	\$465.75
	DAFF	Doctor of Philosophy (Science)	1	EL1	1	36.00	\$0.00	\$0.00
	DAFF	Executive Certificate in Business Management	1	EL1	1	44.00	\$1488.75	\$1488.75
	DAFF	Graduate Certificate in Plant Biosecurity	4	APS4	2	126.00	\$5222.50	\$7785.00
				APS5	2	78.00	\$2562.50	
	DAFF	Graduate Certificate in Statistics	1	APS4	1	67.00	\$3682.00	\$3682.00
	DAFF	Graduate Diploma in Business	1	EL1	1	45.00	\$2770.00	\$2770.00
	DAFF	Graduate Diploma in International Affairs	3	EL1	3	151.25	\$3775.00	\$3775.00
	DAFF	Graduate Diploma in Legal Practice	2	EL2	2	78.00	\$5462.00	\$5462.00
	DAFF	Graduate Diploma in Psychology	1	EL2	1	65.00	\$0.00	\$0.00
	DAFF	Graduate Diploma in Veterinary Epidemiology and Public Health	2	APS6	1	35.00	\$2400.00	\$5250.00
				EL1	1	100.00	\$2850.00	
	DAFF	Graduate Diploma of Chartered Accounting	1	APS4	1	12.00	\$1943.00	\$1943.00
	DAFF	Master of Applied Economics	2	APS5	1	86.50	\$4010.25	\$7436.75
				EL1	1	85.00	\$3426.50	
	DAFF	Master of Business Administration	6	APS5	2	110.00	\$6863.34	\$20 600.72
				APS6	1	56.00	\$1579.13	
				EL1	2	15.50	\$6158.25	
				EL2	1	0.00	\$6000.00	
	DAFF	Master of Business Informatics	1	APS5	1	55.00	\$0.00	\$0.00
	DAFF	Master of Environment	1	EL1	1	67.50	\$2846.25	\$2846.25
	DAFF	Master of Environmental and Resource Economics	2	APS6	2	145.50	\$8032.75	\$8032.75
	DAFF	Master of Environmental Law	1	APS6	1	18.00	\$2676.00	\$2676.00
	DAFF	Master of Environmental Management and Development	2	APS5	1	72.50	\$6896.25	\$9704.25
				EL1	1	29.25	\$2808.00	
	DAFF	Master of Financial Management	1	APS5	1	90.50	\$6480.00	\$6480.00
	DAFF	Master of Government and Commercial Law	1	APS6	1	92.00	\$0.00	\$0.00
	DAFF	Master of International and Development Economics	5	APS5	5	441.75	\$27 530.75	\$27 530.75
	DAFF	Master of International Trade and Economic Relations	1	EL1	1	70.50	\$3570.25	\$3570.25
	DAFF	Master of Nutrition and Dietetics	1	EL1	1	61.50	\$572.63	\$572.63
	DAFF	Master of Plant Biosecurity	1	EL2	1	54.00	\$3775.00	\$3775.00
	DAFF	Master of Public Administration	1	APS6	1	0.00	\$2328.50	\$2328.50
	DAFF	Master of Public Policy	1	APS5	1	52.00	\$3448.00	\$3448.00
	DAFF	Master of Social Science	1	APS3	1	32.00	\$0.00	\$0.00
	DAFF	Master of Veterinary Studies in Veterinary Surveillance	1	APS6	1	15.00	\$3980.00	\$3980.00
	DAFF	Post Graduate Certificate in Plant Biosecurity	1	APS4	1	51.00	\$5222.50	\$5222.50

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 210

Division/Agency: People and Service Delivery Division

Topic: Executive Coaching and Leadership Training

Proof Hansard page: Written

Senator HEFFERNAN asked:

In relation to executive coaching and/or other leadership training services purchased by each DAFF/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
- d) The total number of hours involved for all employees (provide a breakdown for each employment classification)
- e) The total amount spent on the service
- f) A description of the fees charged (i.e. per hour, complete package)

Where a service was provided at any location other than the DAFF or agency's own premises, please provide:

- i. The location used
- ii. The number of employees who took part on each occasion (provide a breakdown for each employment classification)
- iii. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
- iv. Any costs the DAFF or agency's incurred to use the location

Answer:

1. The total spending on all executive coaching and leadership training for the period 1 July 2012–31 January 2013 was \$342 846.70.
2. The total number of employees who were eligible for consideration for executive coaching and leadership training was 2565 employees. Executive coaching is available to employees at the Executive Level (EL) 2 (or equivalent) and above classification. Leadership training is available to employees at the Australian Public Service level (APS) 5 (or equivalent) and above classification.

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 210 (continued)

3. Employees utilised these services on 102 occasions:
- on 19 occasions, the employees were Senior Executive Service band (SES) 2
 - on 22 occasions, the employees were SES1
 - on 32 occasions, the employees were EL2
 - on 7 occasions, the employees were EL1
 - on 15 occasions, the employees were APS6
 - on 7 occasions, the employees were APS5.

The total numbers of hours involved for all employees was 2867 hours. The breakdown of hours for each employment classification is:

- 407 hours for SES2 employees
 - 97 hours for SES1 employees
 - 300.5 hours for EL2 employees
 - 472.5 hours for EL1 employees
 - 1065 hours for APS6 employees
 - 525 hours for APS5 employees.
4. The names of all executive coaching and leadership training service providers are:
- Australia and New Zealand School of Government
 - Australian Institute of Management
 - Australian Public Service Commission
 - Bull & Bear Special Assignments Pty Ltd
 - CA Mauk & Associates
 - Cranlana
 - Executive Coaching Services
 - Focus Training Solutions Pty Ltd
 - Focusworks
 - Jeff Whalan Learning Group
 - JennGen Consulting Pty Ltd
 - Mindscious Group
 - SHL Pty Ltd
 - VT Coach Pty Ltd
 - Yellow Edge

a), b), c), d), e) & f) – see Attachment A.

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 210 (continued)

- i. The following locations were used where a service was provided at a location other than the Department of Agriculture Fisheries and Forestry's (DAFF) own premises:
 - Australian Public Service Commission, Woden, ACT
 - Crowne Plaza, Coogee, NSW
 - YellowEdge, Barton, ACT
 - Old Parliament House, Canberra, ACT
 - National Gallery of Australia, Parkes, ACT
 - Australian War Memorial, Campbell, ACT
 - Peppers Manor House, Sutton Forrest, NSW
 - LAFIA - Papua New Guinea, Solomon Islands and Tonga
 - Tuggeranong Homestead, Richardson, ACT
 - Hotel Realm, Barton, ACT
 - Captains Retreat Bed & Breakfast, Williamstown, VIC
 - Mocha Cafe, Canberra City, ACT
 - Royal on the Park, Brisbane, QLD
 - University of New South Wales, NSW

- ii. One employee took part on each occasion.

- iii. The total number of hours involved for employees who took part in training at an external location was 674.5 hours. The breakdown of hours for each employment classification is:
 - 403.5 hours for SES employees
 - 271 hours for EL employees
 - 0 hours for APS employees

- iv. There were no additional costs incurred to use these locations.

Question 210 (continued)
Attachment A

Provider	Course Name	Nature	One on one or Group based	How many participants	Breakdown by employment Classification						Hours by Classification						Total Hours	Total Cost	Per hour or complete package
					APS5	APS6	EL1	EL2	SES1	SES2	APS5	APS6	EL1	EL2	SES1	SES2			
AIM	Emerging Leaders	Leadership	Group based	28		7	15	6				525.0	1065.0	450.0			2040.0	\$113 675.00	Complete package
APSC	Learn to be an effective Coach	Leadership	Group based	1						1						21.0	21.0	\$2340.00	Complete package
APSC	EL1 Masterclass	Leadership	Group based	1				1						22.5			22.5	\$3100.00	Complete package
APSC	APS Views: What's in a review? Building the institutional capability of the APS	Leadership	Group based	1						1						2.0	2.0	\$ 115.00	Complete package
APSC	APSC Leader to Leader Event	Leadership	Group based	1						1						2.0	2.0	\$85.00	Complete package
APSC	Executive Leadership Dimensions - EL2 residential	Leadership	Group based	1				1							30.0	30.0	\$4265.00	Complete package	
APSC	Leading Australia's Future in Asia Pacific	Leadership	Group based	1						1						135.0	135.0	\$25 750.00	Complete package
APSC	Career Development Assessment Centre	Leadership	Group based	1					1						34.5	34.5	\$12 925.00	Complete package	
APSC	Career Development Assessment Centre	Leadership	Group based	1					1						34.5	34.5	\$12 925.00	Complete package	
APSC	Career Development Assessment Centre	Leadership	Group based	1					1						34.5	34.5	\$12 925.00	Complete package	
APSC	Career Development Assessment Centre	Leadership	Group based	1					1						34.5	34.5	\$12 925.00	Complete package	
APSC	Learn to be an effective coach	Leadership	Group Based	1						1						9.0	9.0	\$0.00	Complete Package
APSC	Career Development Assessment Centre	Leadership	Group Based	1					1							37.5	37.5	\$12 925.00	Complete Package
APSC	Career Development Assessment Centre	Leadership	Group Based	1					1							37.5	37.5	\$12 925.00	Complete Package
Australia and New Zealand School of Government	Executive Fellows Program	Leadership	Group Based	1							1					142.5	142.5	\$28 380.00	Complete Package
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1							1					5.0	5.0	\$1750.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1						2.0	2.0	\$700.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1						5.0	5.0	\$1750.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1							1.0	1.0	\$350.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1							2.0	2.0	\$700.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1							4.0	4.0	\$1400.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1						8.0	8.0	\$2800.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1						5.0	5.0	\$1750.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1						4.0	4.0	\$1400.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1												1.0	1.0	\$350.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1						2.0	2.0	\$700.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1												6.0	6.0	\$2100.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1						2.0	2.0	\$700.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1						2.0	2.0	\$700.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1							1.0	1.0	\$350.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1												1.0	1.0	\$350.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1												1.0	1.0	\$350.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1												1.0	1.0	\$350.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1												8.0	8.0	\$2800.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1							1.0	1.0	\$350.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1						3.0	3.0	\$1050.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1							1.0	1.0	\$350.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1												6.0	6.0	\$2100.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1						1.0	1.0	\$350.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1						4.0	4.0	\$1400.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1												1.0	1.0	\$350.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1												6.0	6.0	\$2100.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1						1.0	1.0	\$350.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1												3.0	3.0	\$1050.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1												2.0	2.0	\$700.00	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1						1.0	1.0	\$350.00	Per hour
CA Mauk & Associates	Executive Coaching	Coaching	One on one	1							1					2.5	2.5	\$0.00	Complete Package
CA Mauk & Associates	Executive Coaching	Coaching	One on one	1							1					2.0	2.0	\$0.00	Complete Package
Cranlana	Cranlana	Leadership	Group Based	1							1					45.0	45.0	\$5170.00	Complete Package
Executive Coaching Services	Leadership	Leadership	One-to-one	1												3.0	3.0	\$2640.00	Complete package
Focus Training Solutions	Leadership and Management	Coaching	One on one	1					1							5.5	5.5	\$750.00	Complete Package
Focusworks	Executive Coaching	Coaching	One-to-one	1					1							1.0	1.0	\$495.00	Per hour
Focusworks	Executive Coaching	Coaching	One-to-one	1					1							1.5	1.5	\$742.50	Per hour
Focusworks	Executive Coaching	Coaching	One-to-one	1					1							1.0	1.0	\$495.00	Per hour
Focusworks	Executive Coaching	Coaching	One-to-one	1					1							1.0	1.0	\$495.00	Per hour
Jeff Whalan Learning Group	Jeff Whalan Learning Group	Coaching	Group based	1							1					15.0	15.0	\$9500.00	Complete package
Jeff Whalan Learning Group	Ash Executive Learning Group	Leadership	Group Based	1						1						15.0	15.0	\$1958.00	Complete package
Jeff Whalan Learning Group	Executive Coaching	Coaching	Group Based	1							1					15.0	15.0	\$0.00	Complete Package
Jeff Whalan Learning Group	Jeff Whalan ELM	Coaching	Group Based	1						1						0.00	0.00	\$9790.00	Complete Package
JennGen Consulting Pty Ltd	Executive Coaching	Coaching	One-to-one	1						1						5.0	5.0	\$1450.00	Per hour
JennGen Consulting Pty Ltd	Executive Coaching	Leadership	One on one	1						1						7.5	7.5	\$2175.00	Per Hour
Mindscious Group	Executive Coaching	Coaching	One-to-one	1							1					1.5	1.5	\$1000.00	Per hour
Mindscious Group	Executive Coaching	Coaching	One-to-one	1							1					1.5	1.5	\$1000.00	Per hour
Mindscious Group	Executive Coaching	Coaching	One-to-one	1							1					1.5	1.5	\$1000.00	Per hour
Mindscious Group	Executive Coaching	Coaching	One-to-one	1												1.5	1.5	\$1000.00	Per hour
Mindscious Group	Executive Coaching	Coaching	One on one	1												1.5	1.5	\$750.00	Per Hour
Mindscious Group	Executive Coaching	Coaching	One on one	1												1.5	1.5	\$750.00	Per Hour
Mindscious Group	Executive Coaching	Coaching	One on one	1						1						1.5	1.5	\$750.00	Per Hour
SHL	Executive Coaching	Leadership	One on one	1						1						12.0	12.0	\$6140.00	Per Hour
SHL	Executive Coaching	Leadership	One on one	1						1						8.0	8.0	\$3431.20	Per Hour
VT Coach Pty Ltd	Executive Coaching	Coaching	One on one	1							1					1.0	1.0	\$680.00	Per Hour
Yellow Edge	Executive Coaching	Coaching	One-to-one	1						1						1.5	1.5	\$495.00	Complete package
YellowEdge	Executive Coaching	Coaching	One-to-one	1						1						1.0	1.0	\$495.00	Per hour
Yellow Edge	Executive Coaching	Leadership	One on one	1							1					1.0	1.0	\$605.00	Per Hour
Yellow Edge	Executive Coaching	Leadership	One on one	1						1						4.0	4.0	\$1980.00	Per Hour

¹ There is a nil cost as payment was made in a previous reporting period.

² Payment was made in this reporting period however, training is yet to commence.

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 211

Division/Agency: People and Service Delivery Division

Topic: Staffing Levels

Proof Hansard page: Written

Senator COLBECK asked:

Has there been an increase in the percentage of non-ongoing employees and contractors?

If so, what is the rationale for this?

Is this part of the strategy for achieving the 4% efficiency dividend?

Answer:

1. The percentage of non-ongoing employees and contractors has fluctuated over the last three financial years. Since June 2012, the percentage of non-ongoing employees and contractors has reduced from 10.7 to 9.1.
2. The numbers of non-ongoing (including casuals) fluctuate in response to workload requirements.
3. No.

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 212

Division/Agency: People and Service Delivery Division

Topic: Staffing Levels and Staff Movements

Proof Hansard page: Written

Senator COLBECK asked:

For the last 3 years, provide a breakdown of staffing levels by sub-division for Border Compliance Division and the now defunct Quarantine Operations Division.

Provide details of any staff movements between sub-divisions / programs for the last 5 years.

Answer:

The Quarantine Operations Division was renamed the Border Compliance Division in 2012. The division contains three branches with direct reporting responsibilities to the First Assistant Secretary, Border Compliance Division. The table below outlines the staffing levels of the division for 2010–11, 2011–12 and year to date 2012–13 (31 January 2013) by branch.

Increases to staffing numbers in the Passengers and Mail Branch, and Cargo and Shipping Branch in 2012–13 are the result of internal departmental restructuring where responsibility and appropriation for the Imported Food Program and the Investigation and Enforcement Program were moved into the Border Compliance Division.

Quarantine Operations	2008-09	2009-10	2010-11	2011-12	Border Compliance 2012-13
First Assistant Secretary Office	4	3	3	2	2
Cargo	47	50	79	90	*
Cargo & Shipping	-	-	-	-	124
Operations Resourcing Infrastructure	-	5	3	-	-
Industry Arrangements & Performance	**	**	**	97	95
Quarantine Co-regulation	62	77	92	**	**
Passengers & Mail	41	44	51	49	78
Total	154	179	228	238	299

*Cargo was renamed Cargo & Shipping in 2012–13

**The Quarantine Co-Regulation and Support Branch was renamed Industry Arrangements and Performance Branch in 2011–12

The division and some branch names have changed over the last five years. Some functions have been moved in or out of the division in that time, such as the addition of Imported Foods and Investigations and Enforcement in 2012, however no significant movement between branches or programs has occurred. The staff movement between branches and programs that has occurred has been a result of standard staff mobility processes such as recruitment, promotion or at level transfers.

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2013

Agriculture, Fisheries and Forestry

Question: 213

Division/Agency: People Service and Delivery Division

Topic: Executive Coaching and Leadership Training

Proof Hansard page: Written

Senator COLBECK asked:

QON 118 October 2012 highlighted one-on-one leadership training that cost \$2640 for a three hour course. How is this expense justified?

What impact does the efficiency dividend have on this sort of training activity?

Answer:

The \$2640 reported was pre-payment for a package of six individual sessions totalling 11 hours. The three hours reported were conducted during the reporting period 1 July 2012 to 30 September 2012. The remaining eight hours have/will be conducted during the period 1 October 2012–31 March 2013.

The availability of leadership training has not been affected by the efficiency dividend.