

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

Question: 2

Division/Agency: People and Service Delivery Division

Topic: Number of staff on Australian Workplace Agreements

Proof Hansard page: 11 (21/05/2012)

Senator IAN MACDONALD asked:

Dr O'Connell: Can I make a slight correction to what I just said about performance bonuses. There are a handful of old AWAs that are working their way through. Some of those people still, as in the old AWA process, have performance bonuses. I will get you the numbers on how many but it is only a handful.

Answer:

32 staff received performance pay during 2010–11.

18 employees are eligible to receive performance bonuses at the end of the 2011–12 performance management cycle (31 July 2012).

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Question: 3

Division/Agency: People and Service Delivery Division
Topic: Divisions of staff on Australian Workplace Agreements
Proof Hansard page: 11 (21/05/2012)

Senator MACDONALD asked:

Senator IAN MACDONALD: And everyone is happy about going off AWAs? That is a leading question. I will not go there. On notice, can you give the committee in writing the divisions—

Dr O’Connell: On the AWAs, at the moment, out of the 5,000-odd employees, 30 have AWAs. They are just washing through as they go out.

Answer:

Division	Number of employees on Australia Workplace Agreements
Government	3
Biosecurity Policy	1
Biosecurity Food	1
Biosecurity Plant	3
Biosecurity Animal	1
Quarantine Operations	1
Trade and Market Access	2
Information Services	2
People and Service Delivery	3
Finance and Business Support	1
ABARES	1
Climate Change	1
Total	20

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Question: 13

Division/Agency: People and Service Delivery Division

Topic: Clarification of Fisheries Research and Development Corporation Funding in DAFF budget

Proof Hansard page: 23-24 (21/05/2012)

Senator COLBECK asked:

Senator COLBECK: That was not the question, but okay. I want to go to the table that you provided us in response to question on notice No. 172 on education services. I am having some difficulty reconciling the table that is given in response to part 1 of the question. You have, for example, FRDC training as 42 people at a cost per person of \$2,820. It should be \$111,440. I just want you to run me through how I should be reading that table, because it does not seem to provide me with the right detail of the figures.

Ms O'Brien: The table represents the expenditure on general management and technical training within the department and within each of the portfolio agencies. The row that you have pointed to is the Fisheries Research and Development Corporation.

Senator COLBECK: FRDC, yes.

Ms O'Brien: That information has been provided to us for inclusion in this table by that organisation.

Senator COLBECK: So they have provided you with the data and you have just loaded it into the table?

Ms O'Brien: That is correct.

Senator COLBECK: And it is the same with the AFMA numbers as well? So all of those numbers are basically direct loads of information. You do not check them; you just put them into the table?

Ms O'Brien: We do not check the data that has been provided by the agency, no.

Senator COLBECK: So how do we go about reconciling what the numbers should be?

Dr O'Connell: We can take that on notice. The FRDC are not appearing, but we can get the FRDC to provide us with an explanation.

Answer:

Agencies provided Department of Agriculture, Fisheries and Forestry with details of each individual training program, including the costs and numbers of attendees. The department accumulated and reported the total number of attendees at all training programs ("Number") and the total cost of all programs ("Total Cost").

The department divided the total cost of each program by the number of attendees to determine the cost per person of each program. The average of these costs across all programs was reported ("Cost PP").

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Question: 13 (continued)

The following example illustrates this methodology for an agency which reported two courses:

	# participants	Course cost \$	Cost per participant
Course 1	15	1500	100
Course 2	<u>10</u>	<u>2000</u>	<u>200</u>
	25	\$3500	300/2 = \$150.

AGENCY	Number	Cost pp	Total cost
Example agency	25	\$150	\$3500

Senate Rural Affairs and Transport Legislation Committee

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Agriculture, Fisheries and Forestry portfolio

Question: 129

Division/Agency: People and Service Delivery Division

Topic: Staffing and recruitment

Hansard Page: Written

Senator COLBECK asked:

1. How many ongoing staff recruited this financial year to date? What classification are these staff?
2. How many non ongoing positions exist or have been created this financial year to date? What classification are these staff?
3. This financial year to date, how many employees have been employed on contract and what is the average length of their employment period?

Answer:

1. The Department of Agriculture, Fisheries and Forestry (DAFF) recruited 297 permanent employees from 1 July 2011 to 30 April 2012. Levels are - APS1, APS2, APS3, APS4, APS5, APS6, EL1, EL2, SES1, SES2, SES3, and Indigenous Trainee.
2. DAFF does not count temporary positions. On 30 April 2012 DAFF had 473 non-ongoing employees (including casual staff employed on an irregular or intermittent basis). Currently DAFF has staff employed in non-ongoing positions at the APS2, APS3, APS4, APS5, APS6, EL1, EL2 and SES1 levels.
3. 590 employees were employed on non-ongoing contracts during this period. The average length of their employment period is 4.26 months.

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Question: 131

Division/Agency: People and Service Delivery Division

Topic: Staffing SES positions

Proof Hansard page: Written

Senator COLBECK asked:

Please list the SES positions you have in DAFF in the years this financial year to date. Identify the different levels and how many are permanent positions.

Answer:

The SES positions within the department at June 2012 are listed below. The Department of Agriculture, Fisheries and Forestry reviews and adjusts these positions from time to time to take account of changing priorities.

Position	Level	Title
Deputy Secretary	SES Band 3	
Deputy Secretary	SES Band 3	
Deputy Secretary	SES Band 3	
First Assistant Secretary	SES Band 2	Sustainable Resource Management
First Assistant Secretary	SES Band 2	Climate Change
First Assistant Secretary	SES Band 2	Government
First Assistant Secretary	SES Band 2	Biosecurity Animal
First Assistant Secretary	SES Band 2	Biosecurity Plant
First Assistant Secretary	SES Band 2	Biosecurity Food
First Assistant Secretary	SES Band 2	Quarantine Operations
First Assistant Secretary	SES Band 2	People and Service Delivery
First Assistant Secretary	SES Band 2	Biosecurity Policy
First Assistant Secretary	SES Band 2	Agricultural Productivity
First Assistant Secretary	SES Band 2	Trade and Market Access
Chief Finance Officer	SES Band 2	Finance and Business Support
Chief Information Officer	SES Band 2	Information Services division
Chief Veterinary Officer	SES Band 2	Office of the Chief Veterinary Officer
Executive Director	SES Band 2	Australian Bureau of Agricultural and Resource Economics and Sciences
Chief Economist	SES Band 2	Australian Bureau of Agricultural and Resource Economics and Sciences
Chief Scientist	SES Band 2	Australian Bureau of Agricultural and Resource Economics and Sciences

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Position	Level	Title
Assistant Secretary	SES Band 1	Australian Government Land and Coast (AGLC) – Grants and Sustainable Agriculture
Assistant Secretary	SES Band 1	AGLC – Landcare and Regional Delivery Improvement
Assistant Secretary	SES Band 1	Fisheries
Assistant Secretary	SES Band 1	Climate Change Policy
Assistant Secretary	SES Band 1	Farm Support and Adaptability
Assistant Secretary	SES Band 1	Forestry
Assistant Secretary	SES Band 1	Drought Policy Review
Assistant Secretary	SES Band 1	Parliamentary Business
Assistant Secretary	SES Band 1	Communication
Assistant Secretary	SES Band 1	Portfolio Strategy and Coordination
Assistant Secretary	SES Band 1	Business Assurance and Risk
Assistant Secretary	SES Band 1	External Budget
Assistant Secretary	SES Band 1	Policy and Accounting
Assistant Secretary	SES Band 1	Internal Budget and Cost Recovery branch
Assistant Secretary	SES Band 1	Business Support Operations branch
Assistant Secretary	SES Band 1	Commercial Business branch
Assistant Secretary	SES Band 1	ICT Infrastructure Services branch
Assistant Secretary	SES Band 1	Strategy, Architecture and Strategic Projects
Assistant Secretary	SES Band 1	Applications
Assistant Secretary	SES Band 1	Animal Biosecurity
Assistant Secretary	SES Band 1	Animal Health Policy
Assistant Secretary	SES Band 1	Animal Export Operations
Assistant Secretary	SES Band 1	Animal Import Operations
Assistant Secretary	SES Band 1	Biological Import Operations and Marine Pests
Assistant Secretary	SES Band 1	Animal Export Reform
Assistant Secretary	SES Band 1	Animal Welfare
Assistant Secretary	SES Band 1	Plant Biosecurity (Horticulture)
Assistant Secretary	SES Band 1	Plant Biosecurity (Grains and Forestry)
Assistant Secretary	SES Band 1	Plant Quarantine Operations
Assistant Secretary	SES Band 1	Plant Export Operations
Assistant Secretary	SES Band 1	Chief Plant Protection Officer
Assistant Secretary	SES Band 1	Export Standards
Assistant Secretary	SES Band 1	Food Exports
Assistant Secretary	SES Band 1	Residues and Food Safety
Assistant Secretary	SES Band 1	Export Reform
Assistant Secretary	SES Band 1	Passengers and Mail
Assistant Secretary	SES Band 1	Cargo and Shipping
Assistant Secretary	SES Band 1	Industry Arrangements and Performance

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Question: 131 (continued)

Assistant Secretary	SES Band 1	People Management
Assistant Secretary	SES Band 1	Program and Project Management
Assistant Secretary	SES Band 1	People Capability
Assistant Secretary	SES Band 1	Partnerships
Assistant Secretary	SES Band 1	Risk
Assistant Secretary	SES Band 1	Legislation
Assistant Secretary	SES Band 1	Biosecurity Strategy
Assistant Secretary	SES Band 1	Biosecurity and Farm Analysis
Assistant Secretary	SES Band 1	Land and Forests
Assistant Secretary	SES Band 1	Productivity, Water and Social Sciences
Assistant Secretary	SES Band 1	Climate Change and Variability
Assistant Secretary	SES Band 1	Agricultural Commodities and Trade
Assistant Secretary	SES Band 1	Fisheries and Quantitative Sciences
Assistant Secretary	SES Band 1	Crops, Horticulture and Wine
Assistant Secretary	SES Band 1	Livestock Industries and Ag Vet Chemicals
Assistant Secretary	SES Band 1	Food
Assistant Secretary	SES Band 1	Research and Development and Food Security
Assistant Secretary	SES Band 1	National Food Plan
Assistant Secretary	SES Band 1	Multilateral Trade
Assistant Secretary	SES Band 1	Bilateral Trade (North Asia, Middle East and Africa)
Assistant Secretary	SES Band 1	Bilateral Trade (Americas, Europe, South and South-East Asia and the Pacific)
Regional Manager	SES Band 1	South-West region
Regional Manager	SES Band 1	South-East region
Regional Manager	SES Band 1	Central-East region
Regional Manager	SES Band 1	North-East region
Regional Manager	SES Band 1	Northern region
Overseas Counsellors	SES Band 1	Rome (FAO) and Paris (OECD)
Overseas Counsellors	SES Band 1	Brussels
Overseas Counsellors	SES Band 1	Tokyo
Overseas Counsellors	SES Band 1	Washington

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Question: 132

Division/Agency: People and Service Delivery Division

Topic: Training for graduates after the graduate year

Hansard Page: Written

Senator COLBECK asked:

Will there be any training after the 2012 Calendar year for 2012 Graduates? If yes, please provide details including costs and what the training is.

Answer:

2012 graduates will complete their graduate development program in December 2012. After this time, graduates will be eligible to participate in training opportunities offered to all departmental staff.

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Question: 133

Division/Agency: People and Service Delivery Division

Topic: Cost of graduate recruitment

Hansard Page: Written

Senator COLBECK asked:

What was the cost for recruiting 2012 graduates? Please itemise and detail costs.

Answer:

On 19 January 2012, 74 graduates commenced with the department. The overall cost, itemised below, for recruiting the 2012 graduates was \$564 520.

Marketing and advertising	\$59 397
University publications, careers fairs, advertising material	\$46 740
Travel associated with careers fairs	\$12 657
Recruitment - Assessment Centres (for 261 candidates)	\$72 527
Venue hire, accommodation, catering	\$35 022
Travel associated with assessment centres	\$37 505
Recruitment - 3rd party consultant (for 1,079 candidates)	\$103 555
Includes short listing, online assessment, scribing and selection report	
Relocation assistance	\$269 042
Removal expenses	\$121 437
Travel	\$ 6109
Temporary accommodation	\$141 496
Pre-employment checks	\$ 59 999
Police checks	\$ 3400
National security vetting to 'Negative Vet 1' clearance level	\$ 47 131
Medicals	\$ 9468

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Question: 150

Division/Agency: People and Service Delivery Division

Topic: Study

Proof Hansard page: Written

Senator COLBECK asked:

What are DAFF's guidelines on study? Please provide details.

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

Answer:

Employee development needs are identified as part of the Department of Agriculture, Fisheries and Forestry's (DAFF) performance management process and business priorities. Development needs may be met through on-the-job experience, conferences, internal and external provided training courses, or through Studybank arrangements which support the completion of tertiary qualifications.

Externally sourced training is generally provided either for leadership / management development or for technical development not available internally. The budget allocation for this training, included related Studybank assistance for the period 1 July 2011 – 30 June 2012 is \$6 381 421.

Studybank provides 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 Australian educational institution. To be approved for studies assistance the courses applied for must be determined to be of direct or indirect benefit to an employee's current role or career development in DAFF, and the broader APS. Attachment A relates to Studybank and lists the type of course, the number of participants for each course, the number of study leave hours granted, per participant and the cost per participant by classification.

Studybank is not an automatic entitlement, but is granted at the discretion of the studybank delegate. All applications are considered for approval by the delegate in accordance with the guidelines, and take into account the skill and capability needs of the department and the Australian Public Service. Studybank builds employee capability to enhance the department's capacity to meet its strategic and operational objectives in the broader APS context.

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Question: 151

Division/Agency: People and Service Delivery Division

Topic: Training

Proof Hansard page: Written

Senator COLBECK asked:

1. In relation to executive coaching and/or other leadership training services purchased by DAFF, please provide the following information for this financial year to date:
 - 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, their employment classification and how much study leave each employee was granted (provide a breakdown for each employment classification)
 - d. The names of all service providers engaged
2. For each service purchased from a provider listed under (d), please provide:
 - i. The name and nature of the service purchased
 - ii. Whether the service is one-on-one or group based
 - iii. The number of employees who received the service and their employment classification
 - iv. The total number of hours involved for all employees (provide a breakdown for each employment classification)
 - v. The total amount spent on the service
 - vi. A description of the fees charged (i.e. per hour, complete package)
3. Where a service was provided at any location other than DAFF's own premises, please provide:
 - a. The location used
 - b. The number of employees who took part on each occasion (provide a breakdown for each employment classification)
 - c. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 - d. Any costs the department or agency's incurred to use the location

Answer:

- 1a. The total spending on all executive coaching and leadership training for the period 1 July 2011 – 30 April 2012 was \$824 584.62.

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1b. The total number of employees who were eligible for consideration for executive coaching and leadership training was 2572 employees.

Executive coaching is available to employees at the EL2 (or equivalent) and above classification. Leadership training is available to employees at the APS5 (or equivalent) and above classification.

1c. Employees utilised these services on 296 occasions:

- on 20 occasions, the employees were SES2
- on 50 occasions the employees were SES1
- on 124 occasions, the employees were EL2
- on 46 occasions the employees were EL1
- on 37 occasions, the employees were APS6
- on 19 occasions the employees were ASP5

The total number of hours involved for all employees was 7991.5 hours.

The breakdown of hours for each employment classification is:

- 373.5 hours for SES2 employees
- 1149 hours for SES1 employees
- 1541 hours for EL2 employees
- 1404 hours for EL1 employees
- 2173 hours for APS6 employees
- 1351 hours for APS5 employees

1d. The names of all executive coaching and leadership training service providers are:

- Australian Institute of Management
- Australian and New Zealand School of Government
- Australian National University Centre for Continuing Education
- Australian National University National Security College
- Australian Public Service Commission
- Blue Sky Coaching
- Bull and Bear Special Assignments Pty Ltd
- CA Mauk and Associates
- Cantile Career Direction
- Carruthers Thomas
- Centre for Leadership Pty Ltd
- Centre for Public Management
- Change Forum
- Comcare
- Commonwealth Scientific and Industrial Research Organisation (CSIRO)
- CPA Australia
- Cranlana

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- Directions for Change
- Executive Central
- Flinders University
- Focus Works
- JennGen Consulting
- Jeff Whalan Learning Group
- Mindscious Group
- PEP Worldwide
- People Strategy
- RJC and JWJ Consulting
- Results Coaching Systems
- SHL Australia Pty Ltd
- SJ Browning Consulting
- The May Group
- Tempo Strategies
- University of South Australia
- VT Coach Pty Ltd
- Wheaten Consulting
- Yellow Edge

3a. 2i., ii., iii., iv.,v., & vi. See attached table – (Attachment 1) The following locations were used:

- Australian Public Service Commission, Woden, ACT
- Yellow Edge, Barton, ACT
- Australian National University, Canberra, ACT
- ANZSOG, Melbourne, VIC
- LAFIA –Papua New Guinea, Vanuatu and Samoa
- Old Parliament House, Canberra, ACT
- Novotel North Beach Wollongong, NSW
- Park Royal, Brisbane, QLD
- CPA, Canberra, ACT
- Mindscious Group, Wamboin NSW
- Flinders University, Sydney, NSW
- The Lobby Restaurant, Canberra, ACT
- The Change Forum, Cairns, QLD
- Melbourne Convention Centre, Melbourne, VIC
- Australian Institute of Management, Canberra, ACT
- Peppers Manor House, Sutton Forrest, NSW
- Ernst and Young Office, Canberra, ACT
- Melbourne University, Melbourne, VIC
- Results Coaching Office, Melbourne, VIC
- Cantlie, Manuka, Canberra ACT

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- SHL Office, Barton, ACT
- Directions for Change office, Canberra, ACT
- Tuggeranong Homestead, Canberra, ACT
- Hotel Realm, Canberra, ACT
- Canberra Business Events Centre, Canberra, ACT
- Gibraltar Hotel, Bowral, NSW
- Hyatt Hotel, Canberra, ACT
- The Boat House, Canberra, ACT
- Novotel Sydney Brighton Beach, Sydney, NSW
- Monash University, Caulfield, VIC
- Amora Hotel, Wellington, NZ

3b. One employee took part on each occasion.

3c. The total number of hours involved for employees who took part in training at an external location was 2130 hours.

The breakdown of hours for each employment classification:

- 620 hours for SES employees
- 1440 hours for EL employees
- 70 hours for APS employees.

3d. There were no additional costs incurred to use these locations.

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Question: 163

Division/Agency: People and Service Delivery Division

Topic: Training

Proof Hansard page: Written

Senator COLBECK asked:

1. Provide details of the training budgets for all DAFF divisions.
2. How is this budget determined?
3. Is there an agency wide policy regarding the calculation of the training budget? If so provide details

Answer:

1. The staff development budget for each division of the department is set out in the table below. The figures do not include in house training as divisions are not charged for these activities.

DAFF Division	Training Budget 2012–13
ABARES	\$636 091
Finance & Business Services	\$70 000
Climate Change	\$98 745
Sustainable Resource Management	\$110 000
Government	\$290 960
Biosecurity Plant	\$285 359
Biosecurity Animal	\$416 738
Biosecurity Food	\$283 075
Biosecurity Policy	\$194 220
Quarantine Operations	\$1 650 888
Information Services	\$435 000
People & Service Delivery (*figure includes the graduate and traineeship program budgets and Corporate programs budget)	\$1 665 470*
Agricultural Productivity	\$100 000
Trade & Market Access	\$144 875

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2. Training budgets are set within individual divisions, taking into account the learning needs of divisional staff which are identified through performance management processes.
3. No.

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Question: 168

Division/Agency: People and Service Delivery Division

Topic: Contractors

Proof Hansard page: Written

Senator COLBECK asked:

1. Provide details of the activities undertaken to fill short term staffing needs “in biosecurity operations across the country.”
2. What proportion of these short term staffing needs are related to seasonal activities?
3. What proportion of these short term staffing needs are related to isolated biosecurity issues?
4. Where are these contract staff deployed? Provide details of the locations.
5. Why are contract staff and not permanent staff used at airports and mail centres?

Answer:

1. The Department of Agriculture, Fisheries and Forestry (DAFF) engages short term staff through a variety of mechanisms including advertising on APSJobs and maintenance of an Employment Register. In some cases, the department sources short term resources from employment agencies on a fee-for-service basis.
2. As at 20 June 2012 the department had 227 casual employees meeting short term staffing needs. Of these approximately 26 percent were engaged as grain inspectors specifically to respond to seasonal needs.
3. None. DAFF prefers to utilise ongoing employees, with appropriate expertise and experience, for the management of isolated biosecurity issues.
4. Employees engaged casually or for specified terms/task are deployed at the following locations:
Australian Capital Territory: Canberra
NSW: Broken Hill, Dubbo, Goulburn, Eastern Creek, Griffith, Inverell, Leeton, Narrabri, Narromine, Newcastle, Port Kembla, Sydney, Scone, Singleton, Sydney Airport, Tamworth, Wagga Wagga, Wingham
Northern Territory: Darwin
Queensland: Cairns, Darnley Island, Dauan Island, Mackay, Brisbane, Gladstone, Gympie Longreach
South Australia: Barmera, Bordertown, Exp Park, Port Lincoln, Port Wakefield

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Victoria: Ballarat, Geelong, Melrose, Mildura, Portland- Spotswood, West Melbourne
Western Australia: Albany, Bunbury, Byford, Christmas Island, Cocos (Keeling) I,
Esperance Harvey, Geraldton, Linley Valley, Narrikup, Perth, Kwinana

5. The majority of departmental staff at airports and mail centres are ongoing employees. Non-ongoing and casual employees are used at airports and mail centres to meet short term fluctuations in work load.

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Question: 170

Division/Agency: People and Service Delivery Division

Topic: Misconduct Allegations

Proof Hansard page: Written

Senator COLBECK asked:

Provide details of the number, outcome and remedial action taken by the department resulting from external investigations into misconduct allegations since 2007.

Answer:

The Department of Agriculture, Fisheries and Forestry started using external investigators to conduct investigations into misconduct allegations, where appropriate, from 1 July 2009.

Between 1 July 2009 and 30 April 2012, the department conducted 41 external investigations into misconduct allegations, with the following results:

Outcome/Action Taken	Number
No basis to the allegations or insufficient evidence to proceed further	15
Employee found not to have breached the Code of Conduct	7
Employee resigned during process	2
No sanction applied	2
Counselling	1
Reprimand	4
Reprimand and fine	4
Reduction in classification	2
Termination	4
Total	41

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Question: 172

Division/Agency: People and Services Delivery Division

Topic: Biosecurity Services Group Redundancies

Proof Hansard page: Written

Senator COLBECK asked:

1. What are the minimum and maximum exclusion from re-employment in the Australian Public Service?
2. What are the individual circumstances that affect the length of exclusion?

Answer:

1. The Public Service Commissioner's directions 4.4 and 4.4 (a) limit the engagement of a redundancy benefit recipient as an APS employee. The period of exclusion is the period of the redundancy benefit which is the number of weeks redundancy pay received less the number of weeks redundancy pay the employee was entitled to under section 119 of the *Fair Work Act 2009*. This period can only be reduced where the Agency Head considers that the engagement is essential for the Agency's operations and the Public Service Commissioner approves the engagement.
2. The individual circumstances that affect the length of exclusion are the individual's length of service which determines the amount of redundancy pay as per clause 92 of the department's Enterprise Agreement 2011–14. The Department of Agriculture Fisheries and Forestry Enterprise Agreement 2011–14 is found at www.daff.gov.au/about/jobs/ea2011 .

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Question: 175

Division/Agency: People and Service Delivery Division

Topic: Costs of renaming AQIS

Proof Hansard page: Written

Senator COLBECK asked:

What was the aim of changing the name from AQIS to DAFF Biosecurity?

Answer:

To better reflect the way in which Australia's biosecurity system now operates.

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Question: 176

Division/Agency: People and Service Delivery Division

Topic: Costs of renaming AQIS

Proof Hansard page: Written

Senator COLBECK asked:

What are current actual and anticipated future costs associated with the renaming of AQIS? Include details of costs of items such as uniforms, stationery, sign writing and IT.

Answer:

In April 2011 the Department of Agriculture, Fisheries and Forestry (DAFF) conducted a review of its identity to ensure it was clearly communicating its strategic direction, programs and services with industry and the community. As part of this review the Australian Quarantine Inspection Service (AQIS) name and brand is being replaced by DAFF Biosecurity.

As a general principle, DAFF is replacing the AQIS brand when branded items are replaced within standard refresh cycles. For example, existing staff uniforms will not be rebranded, rather, when new uniforms are purchased and issued, they will include the revised branding.

However, the department has brought forward the replacement of a small number of items. These include:

- New coats for the detector dogs working in airports and mail centres at a cost of approximately \$3500
 - Front line staff were provided with replacement name badges at a cost of \$16 000
- Fleet vehicles were rebranded at a cost of approximately \$4700.

The department has also incurred costs of \$550 in revising business card templates and \$2800 in updating online advertising templates.

The department has not, as yet, incurred any costs in replacing AQIS signage.

All of these costs have been met from within existing departmental budget allocations.

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Question: 178

Division/Agency: People and Service Delivery Division

Topic: Training

Proof Hansard page: Written

Senator COLBECK asked:

Provide details of the training policy and guidelines for staff in DAFF Biosecurity.

Answer:

Please refer to the answer to QoN 150 (People and Service Delivery Division) from Budget Estimates hearings May 2012.

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

Question: 179

Division/Agency: People and Service Delivery Division

Topic: Training

Proof Hansard page: Written

Senator COLBECK asked:

1. Provide details of the training budget for staff in DAFF Biosecurity.
2. How is this budget determined?
3. Is there an agency wide policy regarding the calculation of the training budget? If so provide details.

Answer:

Please refer to the answer to QoN 163 People and Service Delivery Division from Budget Estimates hearings May 2012.

Rural and Regional Affairs and Transport Committee
ANSWERS TO QUESTIONS ON NOTICE
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Agriculture, Fisheries and Forestry

Question: 180

Division/Agency: People and Service Delivery Division

Topic: Training

Proof Hansard page: Written

Senator COLBECK asked:

How are the outcomes of training, particularly technical skills, assessed?

Answer:

A variety of methodologies are used to assess training outcomes in the Department of Agriculture, Fisheries and Forestry (DAFF). They focus on assessment of knowledge, skills and behaviours resulting from training. Assessment includes both formal and informal activities.

The DAFF approach to assessment of technical skills includes:

- a. Level 3 barrier assessment activity – a test of theoretical and technical knowledge
- b. Certificate III in Government, consisting of 11 competencies administered by DAFF as a Registered Training Organisation assessed through:
 - i. regular performance appraisals and feedback
 - ii. a series of theory based examinations and a final examination
 - iii. a series of practical examinations including inspection presentations followed by a final summative examination.
- c. Training and assessment specific to area or program capabilities are identified during the annual performance management process.

Performance is assessed by training facilitators, supervisors or external registered training organisations using a variety of mechanisms to ensure that staff understand, and consistently follow required work practices.

Ongoing feedback on performance is provided by supervisors as part of the performance management process. Performance results are held in Aurion, the department's human resource management system.

Reports are produced using Aurion data to assist in identifying future departmental training needs.

Rural and Regional Affairs and Transport Committee
ANSWERS TO QUESTIONS ON NOTICE
Budget Estimates May 2012
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Question: 188

Division/Agency: People and Service Delivery Division

Topic: ICON

Proof Hansard page: Written

Senator COLBECK asked:

1. Is an improved version of ICON being developed?
2. If so, what was the original budget for the new version?
3. Is the project running to schedule and to budget?
4. When is it expected to be completed?

Answer:

1. Yes..
2. The project costs were budgeted at \$35.8 million in July 2009.
3. The approved budget has subsequently been increased to \$45 million.
The project is running to its revised budget and is anticipated to be finalised in May 2013, some two months after the original scheduled completion date.
4. Please refer to the answer to Question 3.