

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

Question: 1

Division/Agency: People and Service Delivery Division

Topic: Efficiency dividend, budget and cost recovery

Proof Hansard page: 8

Senator COLBECK asked:

Senator COLBECK: What I might get you to do is give me on notice—there is no point in trying to do this here now—a list of the changes in staff in each area of the agency. I would also be interested in some information on where staff have moved between difficult parts of the agency.

Dr O'Connell: We can give you the variation. There is FTE and ASL. FTE is the one we can give you at the points in time.

Senator COLBECK: On the internal staff numbers, if you can give me something over a bit more time. So let us go back for, say, three years of internal staff movements within the agencies.

Dr O'Connell: Sorry, I missed that.

Senator COLBECK: So on notice the movement of staff within the agencies over, say, three years and also, if you can, the rationale behind those movements within those specific areas.

Dr O'Connell: Yes.

Answer:

Resourcing levels across the Department of Agriculture, Fisheries and Forestry are adjusted in accordance with emerging priorities and workloads, taking into account available funding. The majority of changes over the last three financial years are as a result of organisational restructures. Details are contained in the table below.

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Question: 1 (continued)

Division	2010-11 Headcount	2011-12 Headcount	2012-13 September YTD Headcount	Major Drivers of Change
Executive	15	10	10	Reduction as a result of transfer of Program Office functions to People and Service Delivery division.
ABARES	267	235	228	ABARES research is cost recovered. Changes to staffing levels reflect the variations in workload. On 30 June 2010, 10 FTE from ABARES Resources and Energy Branch were transferred permanently to the Department of Resources, Energy and Tourism.
Agricultural Productivity	117	129	113	Transfer of Animal Welfare staff to the Animal division.
Climate Change	89	101	108	Commencement of a new Climate Program.
Sustainable Resource Management	145	121	115	Reduction as a part of a change to new administered programs arrangements.
Trade and Market Access	79	74	74	Transfer of some staff to Animal division. Further reductions from efficiencies and prioritisation of activity on market issues.
Corporate Finance	117	*	*	Corporate finance functions transferred to Finance and Business Support division in 2011 due to an organisational restructure.

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Question: 1 (continued)

Division	2010-11 Headcount	2011-12 Headcount	2012-13 September YTD Headcount	Major Drivers of Change
Finance & Business Support	**	201	199	Previously Corporate Finance division. As part of the organisational restructure in 2011 to centralise corporate services, this new division acquired responsibility for payroll, property, travel and despatch functions on top of existing finance functions.
Corporate Policy	141	*	*	Functions transferred to Governance division during the 2011 organisational restructure to centralise corporate services.
Governance	**	215	201	Previously Corporate Policy division. As part of the 2011 organisational restructure to centralise corporate services, internal audit and government contract functions were combined into one division. The 2012-13 figure includes staff from the External Investigation and Enforcement section that have since been transferred to Border Compliance division.

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Question: 1 (continued)

Division	2010-11 Headcount	2011-12 Headcount	2012-13 September YTD Headcount	Major Drivers of Change
Corporate Services	223	*	*	Functions transferred to People and Services Delivery, Finance & Business Support and Governance divisions as part of the 2011 organisational restructure to centralise corporate services.
Information Services	**	128	117	Previously Information Services branch, Corporate Services division. As part of the organisational restructure in 2011, this new division was formed assuming responsibility for all departmental information and communication technology functions.
Graduates and Trainees	74	64	63	Management of this program remains with People and Service Delivery division.
People and Service Delivery	**	138	141	Previously Regional & Business Services division. As part of the organisational restructure in 2011, this division assumed responsibility for people services, graduate programs and program management. Business services functions transferred to Finance and Business Support division.

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Division	2010-11 Headcount	2011-12 Headcount	2012-13 September YTD Headcount	Major Drivers of Change
Animal	183	199	223	Transfer in of Animal Welfare functions from Agricultural Productivity division. Increase of staffing numbers in the Animal Welfare program to reflect increased workload.
Food	152	122	111	Finalisation of the Export Reform Program.
Plant	220	205	207	Minor staff adjustments reflect the ending of one off additional funding, "Enhancing Biosecurity Protection Program" to the former Biosecurity Australia to clear a backlog of priority import risk assessments. This funding of \$1.5m lapsed at the end of 2009-10 after the achievement of this objective. Biosecurity Australia was de-prescribed on 1 July 2009.
Quarantine Operations	228	238	*	This division was renamed Border Compliance Division.
Border Compliance	**	**	253	Previously Quarantine Operations Division. Staffing increases reflect the addition of the Imported Food Program and the Investigations and Enforcement Program to the division.

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Division	2010-11 Headcount	2011-12 Headcount	2012-13 September YTD Headcount	Major Drivers of Change
Strategic Projects	69	84	*	Staff engaged to develop changes to the Biosecurity legislation. Division renamed Biosecurity Policy division.
Biosecurity Policy	**	**	81	This Division was renamed Biosecurity Policy division to better reflect the broad range of policy work undertaken in the Division.
Central East Region	970	969	943	Changes reflect the move to risk return and associated changes in service delivery requirements.
North East Region	634	624	579	
Northern Region	199	193	187	
South East Region	631	624	615	
South West Region	551	567	551	
Total (head count)	5212	5241	5119	

* Functions of divisions were transferred to new or existing divisions in line with changing priorities and funding requirements.

** New divisions not yet created.

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Question: 73

Division/Agency: People and Service Delivery Division

Topic: Staffing

Proof Hansard page: Written

Senator COLBECK 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:

46 ongoing employees have been recruited by the department between 1 July 2012 and 30 September 2012. This includes ongoing employees commencing a temporary transfer with the Department of Agriculture, Fisheries and Forestry(DAFF) from another APS agency.

The classifications of the ongoing employees are APS3, APS4, APS5, APS6, EL1 and EL2.

As at 30 September 2012 there were 446 non-ongoing employees with DAFF.

The classifications of the non-ongoing employees are APS2, APS3, APS4, APS5, APS6, EL1, EL2, SES band 1 (Interim Inspector General of Biosecurity) and SES band 2 (term appointment).

Between 1 July 2012 and 30 September 2012, 89 contractors have been employed in the department with an average contract length of 3.3 months.

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Question: 74

Division/Agency: People and Service Delivery Division

Topic: Staffing

Proof Hansard page: Written

Senator COLBECK asked:

How many ongoing staff left the department/agency in the year 2011-12? What classification were these staff?

How many non-ongoing staff left department/agency in the year 2011-12? What classification were these staff?

How many contract staff left department/agency in the year 2011-12? What classification were these staff?

Answer:

565 ongoing employees left the department between 1 July 2011 and 30 June 2012. This includes ongoing employees ceasing a temporary transfer with the Department of Agriculture, Fisheries and Forestry (DAFF) from another APS agency.

The classifications of the ongoing employees were APS2, APS3, APS4, APS5, APS6, EL1, EL2, SES band 1 and SES band 2.

Between 1 July 2011 and 30 June 2012, 212 non-ongoing employees left DAFF.

The classifications of the non-ongoing employees were APS1, APS2, APS3, APS4, APS5, APS6, EL1, EL2 and SES band 1.

265 contractors left DAFF between 1 July 2011 and 30 June 2012.

The classifications of the contractors were APS1, APS2, APS3, APS4, APS5, APS6, EL1 and EL2.

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Question: 75

Division/Agency: People and Service Delivery Division

Topic: Staffing

Proof Hansard page: Written

Senator COLBECK asked:

How many ongoing staff were recruited in the year 2011-12? What classification were these staff?

How many non-ongoing staff were recruited in the year 2011-12? What classification were these staff?

How many contract staff left were recruited in the year 2011-12? What classification were these staff? What is the average length of their employment period?

Answer:

336 ongoing employees were recruited by the Department of Agriculture, Fisheries and Forestry (DAFF) between 1 July 2011 and 30 June 2012. This includes ongoing employees commencing temporary transfer with the department from another APS agency.

The classifications of the ongoing employees are APS1, APS2, APS3, APS4, APS5, APS6, EL1, EL2, SES band 1, SES band 2 and SES band 3.

500 non-ongoing employees were recruited by DAFF between 1 July 2011 and 30 June 2012.

The classifications of the non-ongoing employees are APS1, APS2, APS3, APS4, APS5, APS6, EL1, EL2 and SES band 1.

405 contractors were recruited by the department between 1 July 2011 and 30 June 2012.

The classifications of the contractors are APS1, APS2, APS3, APS4, APS5, APS6, EL1 and EL2.

The average length of contract was 4.7 months.

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Question: 78

Division/Agency: People and Service Delivery Division

Topic: Recruitment Costs

Proof Hansard page: Written

Senator COLBECK asked:

1. How much was spent on recruitment advertising in 2011-12?
2. How much of this was spent online and how much of this was spent on print advertising?
3. Please list where recruitment advertising was listed online and in print media.
4. How much has been spent on recruitment advertising this financial year to date?
5. How much of this was spent online and how much of this was spent on print advertising?
6. Please list where recruitment advertising was listed online and in print media.

Answer:

1. The total amount spent in 2011–12 on recruitment advertising was \$220 011.65.
2. The total amount spent on online advertising in 2011–12 was \$77 672.02. The total amount spent on print advertising in 2011–12 was \$142 339.63.
3. Below is the list of all websites where positions were advertised online in 2011–12:
 - Seek
 - PS News
 - APS Jobs
 - Australian Veterinary Association
 - MyCareer
 - APSnet.org
 - Careerone
 - NRMJOBS.com.au
 - Institute of Internal Auditors Australia

Below is the list of all print media where positions were advertised in 2011–12:

- Sydney Morning Herald
- The Islander
- Northern Territory News
- The Weekend Australian
- Torres News
- Courier Mail
- Koorie Mail
- Arafura times
- Bathurst Western Advocate
- Dubbo Daily Liberal
- Eden Imlay Magnet
- Illawarra Mercury
- Moree Champion
- Narrabri North West Courier
- Newcastle Herald
- Ballarat Courier
- Geelong Advertiser
- Griffith Area News
- Horsham Weekly Advertiser
- Loxton News
- Mildura Sunraysia Daily
- Portland Observer
- Shepparton News
- Adelaide Advertiser
- The Economist
- Australian Financial Review
- Longreach Leader

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- Narromine Flatchat News
 - Weekly Times - Victoria
 - Broken Hill Barrier Daily Truth
 - The West Australian
 - The Canberra Times
 - The Australian
 - Queensland Country Life
4. The total amount spent on recruitment advertising as at 30 September 2012 is \$9 976.60.
5. The total amount spent on online advertising as at 30 September 2012 is \$7 658.23. The total amount spent on print advertising as at 30 September 2012 is \$2 318.37.
6. Below is a list of all websites where positions have been advertised online as at 30 September 2012:
- APS Jobs
 - Seek
 - MYCAREER

Below is a list of all print media where positions have been advertised as at 30 September 2012:

- Esperance express
- Northern Territory News
- Torres News
- Koorie Mail
- The Islander

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Question: 80

Division/Agency: People and Service Delivery Division

Topic: 2013 Graduate Recruitment

Proof Hansard page: Written

Senator COLBECK asked:

How much has been spent on 2013 Graduate Recruitment? Please itemise and detail costs.
Has any travel been incurred for 2013 Graduate Recruitment? Please itemise and detail costs.

Answer:

To date, the following costs have been incurred for 2013 graduate recruitment:

Marketing and advertising

University publications, careers' fairs, advertising material \$47 208

Travel associated with careers' fairs \$12 232

(flights, accommodation, travel allowance, taxis)

Total \$59 440

Recruitment - Assessment Centres (for 156 candidates)

Catering (panel and candidates) \$2388

Travel associated with assessment centres \$51 983

(flights, accommodation, petrol)

Total \$54 371

Recruitment - 3rd party consultant (for 1172 candidates)

Includes short listing, online assessment, scribing and selection report \$112 000

Total \$112 000

GRAND TOTAL

\$225 811

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Question: 81

Division/Agency: People and Service Delivery Division

Topic: 2013 Graduate training

Proof Hansard page: Written

Senator COLBECK asked:

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

Answer:

The overall estimated cost to be spent on graduate training in 2013 is \$630 000.

Breakdown of proposed graduate training costs for 2013

2013 Training	Why it is provided	Estimated Cost
Graduate Certificate in Public Administration	The Graduate Certificate in Public Administration provides graduates with a formal postgraduate qualification tailored to government which lays the foundation for a successful career in the department and wider APS (includes APSC panel procurement fee).	\$470 000
DAFF Emerging Leaders Program will cover training in the areas of research and analysis, facilitating change, promoting diversity and communication and negotiation skills.	The goal of the department's Graduate Development Program is to develop future leaders for the department. The Emerging Leaders training facilitates this goal.	\$45 000
Major project/industry visit where graduates are put into groups of six and asked to organise a five day industry tour within a strict budget to explore a topic of current importance to the department.	The major project/industry visit is designed to allow graduates to refine their project management and team skills and to engage with stakeholders to gain an on the ground perspective. On conclusion of the department's graduate program the graduates present their findings and recommendations from the industry visit to departmental executives via a report and presentation.	\$100 000
Other departmental training programs including induction, writing well using plain English, administrative law, job application and interview skills, presentation skills, a Parliament House visit and monthly meetings which include internal and external guest speakers.	Departmental training is important for graduates to undertake their day-to-day duties and as they think about their career progression. For example, the induction provides information on work health and safety and the APS Code of Conduct and Values.	\$15 000
TOTAL		\$630 000

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Question: 116

Division/Agency: People and Service Delivery Division

Topic: Education Expenses

Proof Hansard page: Written

Senator COLBECK asked:

1. Has there been a change to the department/agency's guidelines on study since the 2012-13 Budget Estimates (May 2012)? If yes, please provide details.
2. 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 type of course, the total cost, cost per participant, the employee 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 the department/agency.

Answer:

1. No.

The courses have been divided into three types:

- a) *General management training* which benefits the department or agency by enhancing core public service skills, business acumen and capability development against the Integrated Leadership System.
- b) *Technical training* which benefits the department or agency by enhancing technical skills in a particular field of expertise.
- c) *Studybank* which benefits the department 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 Department of Agriculture, Fisheries and Forestry and the broader Australian Public.

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Question: 116 (continued)

AGENCY	<i>General Management</i>			<i>Technical Training</i>		
	Number	Cost pp*	Total cost	Number	Cost pp*	Total cost
DAFF	2286	\$191.29	\$437 279.00	2030	\$123.02	\$249 738.00
AFMA	96	\$439.73	\$42 213.97	117	\$770.21	\$90 114.22
APVMA	8	\$1 391.63	\$11 133.00	63	\$248.32	\$15 644.45
CRDC	1	\$1 126.00	\$1 126.00	0	\$0.00	\$0.00
FRDC	3	\$964.67	\$2 894.00	0	\$0.00	\$0.00
GRDC	71	\$428.12	30 396.31	4	\$1 935.75	\$7 743.00
GWRDC	0	\$0.00	\$0.00	1	\$2 000.00	\$2 000.00
RIRDC	0	\$0.00	\$0.00	20	\$200.76	\$4 015.32
SRDC	0	\$0.00	\$0.00	2	\$5 200.00	\$10 400.00
WA	7	\$880.00	\$6160.00	0	0.00	\$0.00
WEA	6	\$721.67	\$4 330.00	0	\$0.00	\$0.00
Total**	2478		\$535 532.28	2237		\$379 654.99

***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.

****Total costs** exclude leadership training costs (which are provided separately in Question on Notice 118) and Studybank costs (which are provided below).

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Question: 116 (continued)

Attachment A 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.

The following tables summarise Studybank used by the department and portfolio agencies.

DAFF			
Employee classification	Number of participants by classification	Number of hours by classification	Total cost by classification
APS 3	5	215.75	\$5 373.00
APS 4	5	286.25	\$10 812.00
APS 5	24	1 518.75	\$51 188.76
APS 6	30	1 588.50	\$47 094.57
EL 1	25	1 253.75	\$60 785.90
EL 2	8	440.50	\$27 380.90
Total	97	5 303.50	\$202 635.13

AFMA			
Employee classification	Number of participants by classification	Number of hours by classification	Total cost by classification
APS 4	2	172.50	\$4 408.15
APS 5	1	60.00	\$587.95
APS 6	5	230.00	\$8 828.25
EL 1	2	37.50	\$6 308.80
Total	10	500.00	\$20 133.15

APVMA			
Employee classification	Number of participants by classification	Number of hours by classification	Total cost by classification
APS 5	1	45.00	\$118.90
APS 6	2	54.00	\$2 829.00
EL 1	2	72.00	\$6 840.37
Total	5	171.00	\$9 788.27

WA			
Employee classification	Number of participants by classification	Number of hours by classification	Total cost by classification
APS 6	2	8.00	\$919.00
EL 1	1	24.00	\$1 093.07
Total	3	32.00	\$2 012.07

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Attachment A - Question 116

Agency	Type of course (title)	Number of participants by course	Employee classification	Study leave granted in hours	Cost per participant by classification	Total cost of course
APVMA	Graduate Certificate in Veterinary Public Health Management	1	EL 1	1 x EL 1 - 27.00	1 x EL 1 - \$3,828.62	\$3,828.62
APVMA	Bachelor of Equine Science	1	APS6	1 x APS 6 - 27.00	1 x APS - \$2,014	\$2,014.00
APVMA	Financial Reporting	1	APS 6	1 x APS 6 - 27.00	1 x APS 6 - \$815.00	\$815.00
APVMA	Master of Project Management	1	EL 1	1 x EL 1 - 45.00	1 x EL 1 - \$3,011.75	\$3,011.75
APVMA	Advanced Diploma - Accounting	1	APS 5	1 x APS - 45.00	1 x APS 5 - \$118.90	\$118.90
AFMA	Bachelor of Environmental Science	1	1 x APS 6	1 x APS 6 - 60.00	1 x APS 6 - \$1,832.00	\$1,832.00
AFMA	Master of Professional Accounting	1	1 x APS 6	1 x APS 6 - 35.00	1 x APS 6 - \$0.00	\$0.00
AFMA	Masters of Law	1	1 x EL 1	1 x EL 1 - 22.50	1 x EL 1 - \$3,825.00	\$3,825.00
AFMA	Masters of Public Administration	1	1 x EL 1	1 x EL 1 - 15.00	1 x EL 1 - \$2,483.80	\$2,483.80
AFMA	Master of Diplomacy and Trade	1	1 x APS 4	1 x APS 4 - 60.00	1 x APS 4 - \$4,408.15	\$4,408.15
AFMA	Cert IV in Information Technology	1	1 x APS 5	1 x APS 5 - 60.00	1 x APS 5 - \$587.95	\$587.95
AFMA	CPA	1	1 x APS 6	1 x APS 6 - 30.00	1 x APS 6 - \$611.25	\$611.25
AFMA	Master of Project Management	1	1 x APS 6	1 x APS 6 - 60.00	1 x APS 6 - \$2,925.00	\$2,925.00
AFMA	Dipmoma of Business and Deploma of Management	1	1 x APS 4	1 x APS 4 - 112.50	1 x APS 4 - \$0.00	\$0.00
AFMA	Law of the Sea and Marine Species	1	1 x APS 6	1 x APS 6 - 45.00	1 x APS 6 - \$3,460.00	\$3,460.00
Wine Australia	Toastmasters	1	1 x APS 6	1 x APS 6 - 0.00	1 x APS 6 - \$44.00	\$44.00
Wine Australia	Graduate Diploma in Applied Finance	1	1 x APS 6	1 x APS 6 - 8.00	1 x APS 6 - \$875.00	\$875.00
Wine Australia	Bachelor of Law and legal Practice	1	1 x EL 1	1 x EL 1 - 24.00	1 x EL 1 - \$1,093.07	\$1,093.07
DAFF	Bachelor of Agriculture & Land Management	1	APS 3	65.00	\$0.00	\$0.00
DAFF	Bachelor of Arts	2	1 x APS 3 1 x EL 1	108.25	1 x APS 3 - \$0.00 1 x EL 1 - \$635.40	\$635.40
DAFF	Bachelor of Business	5	1 x APS 4 2 x APS 5 2 x APS 6	1 x APS 4 - 121.00 2 x APS 5 - 87.00 2 x APS 6 - 86.00	1 x APS 4 - \$4,000.00 2 x APS 5 - \$0.00 2 x APS 6 - \$1,250.00	\$5,250.00
DAFF	Bachelor of Business/Bachelor of Arts	2	1 x APS 3 1 x APS 6	1 x APS 3 - 36.00 1 x APS 6 - 36.00	1 x APS 3 - \$0.00 1 x APS 6 - \$0.00	\$0.00
DAFF	Bachelor of Commerce	3	1 x APS 5 1 x APS 6 1 x EL 1	1 x APS 5 - 98.50 1 x APS 6 - 34.00 1 x EL 1 - 78.00	1 x APS 5 - \$2,500.00 1 x APS 6 - \$0.00 1 x EL 1 - \$2,700.00	\$5,200.00
DAFF	Bachelor of Economics	1	1 x EL 1	1 x EL 1 - 71.50	1 x EL 1 - \$3,111.75	\$3,111.75
DAFF	Bachelor of Management	3	3 x APS 6	3 x APS 6 - 178.75	3 x APS 6 - \$2,387.85	\$2,387.85
DAFF	Bachelor of Public Health	1	1 x EL 1	1 x EL 1 - 104.00	1 x EL 1 - \$1,131.25	\$1,131.25
DAFF	Bachelor of Public Relations	1	1 x APS 6	1 x APS 6 - 79.50	1 x APS 6 - \$2,127.90	\$2,127.90
DAFF	Bachelor of Science	4	1 x APS 4 2 x APS 5 1 x EL 1	1 x APS 4 - 92.25 2 x APS 5 - 88.75 1 x EL 1 - 52.00	1 x APS 4 - \$583.50 2 x APS 5 - \$3,731.50 1 x EL 1 - \$701.15	\$5,016.15
DAFF	Bachelor of Wine Science	1	1 x APS 6	1 x APS 6 - 36.00	1 x APS 6 - \$282.00	\$282.00
DAFF	Business and Economic Forecasting	1	1 x EL 2	1 x EL 2 - 63.50	1 x EL 2 - \$3,296.00	\$3,296.00
DAFF	Certificate IV in Accounting	2	2 x APS 6	2 x APS 6 - 191.00	2 x APS 6 - \$2,860.00	\$2,860.00
DAFF	Certificate IV in Government	1	1 x EL 1	1 x EL 1 - 78.00	1 x EL 1 - \$0.00	\$0.00
DAFF	Certified Practicing Accountant (CPA)	2	1 x APS 6 1 x EL 2	1 x APS 6 - 12.50 1 x EL 2 - 11.45	1 x APS 5 - \$815.00 1 x EL 2 - \$815.00	\$1,630.00
DAFF	Chartered Account	1	1 x APS 5	1 x APS 5 - 22.50	1 x APS 5 - \$1,909.00	\$1,909.00
DAFF	Diploma of Animal Technology	1	1 x APS 5	1 x APS 5 - 66.00	1 x APS 5 - \$0	\$0.00

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Attachment A - Question 116

Agency	Type of course (title)	Number of participants by course	Employee classification	Study leave granted in hours	Cost per participant by classification	Total cost of course
DAFF	Diploma of Aquaculture	1	1 x APS 5	1 x APS 5 - 62.00	1 x APS 5 - \$251.00	\$251.00
DAFF	Diploma of Human Resources Management	1	1 x APS 5	1 x APS 5 - 24.00	1 x APS 5 - \$518.00	\$518.00
DAFF	Diploma of Management	1	1 x APS 6	1 x APS 6 - 80.00	1 x APS 6 - \$50.00	\$50.00
DAFF	Diploma of Professional Accounting	1	1 x EL 1	1 x EL 1 - 72.30	1 x EL 1 - \$4,365.75	\$4,365.75
DAFF	Diploma of Project Management	1	1 x EL 1	1 x EL 1 - 41.00	1 x EL 1 - \$500.00	\$500.00
DAFF	Diploma of Government	1	1 x EL 2	1 x EL 2 - 39.50	1 x EL 1 - \$800.00	\$800.00
DAFF	Doctor of Philosophy	1	1 x APS 6	1 x APS 6 - 12.00	1 x APS 6 - \$0	\$0.00
DAFF	Graduate Certificate in Applied Science	1	1 x APS 4	1 x APS 4 - 39.00	1 x APS 4 - \$1,006.00	\$1,006.00
			1 x APS 3	1 x APS 3 - 48.00	1 x APS 3 - \$2,778.00	
			1 x APS 6	1 x APS 6 - 39.00	1 x APS 6 - \$2,595.00	
DAFF	Graduate Certificate in Plant Biosecurity	3	1 x EL 1	1 x EL 1 - 36.00	1 x EL 1 - \$2,595.00	\$7,968.00
DAFF	Graduate Certificate in Professional Accounting	1	1 x EL 2	1 x EL 2 - 104.00	1 x EL 2 - \$8,000.00	\$8,000.00
DAFF	Graduate Diploma in Business	1	1 x EL 1	1 x EL 1 - 45.00	1 x EL 1 - \$2,673.64	\$2,673.64
DAFF	Graduate Diploma in Information Technology	1	1 x EL 1	1 x EL 1 - 52.00	1 x EL 1 - \$3,152.00	\$3,152.00
			1 x APS 6	1 x APS 6 - 41.00	1 x APS 6 - \$0.00	
DAFF	Graduate Diploma in International Affairs	2	1 x EL 1	1 x EL 1 - 0.00	1 x EL 1 - \$3,825.00	\$3,825.00
DAFF	Graduate Diploma in Legal Practice	1	1 x EL 1	1 x EL 1 - 3.00	1 x EL 1 - \$4,500.00	\$4,500.00
DAFF	Graduate Diploma in Plant Biosecurity	1	1 x APS 5	1 x APS 5 - 45.00	1 x APS 5 - \$2,595.00	\$2,595.00
DAFF	Graduate Diploma in Statistics	1	1 x EL 1	1 x EL 1 - 68.00	1 x EL 1 - \$1,629.38	\$1,629.38
DAFF	Juris (JD) Program	1	1 x EL 2	1 x EL 2 - 55.00	1 x EL 2 - \$2,381.90	\$2,381.90
DAFF	Masters of Agricultural Business Management	1	1 x EL 1	1 x EL 1 - 45.00	1 x EL 1 - \$808.00	\$808.00
DAFF	Masters of Asia-Pacific Studies	1	1 x APS 6	1 x APS 6 - 75.00	1 x APS 6 - \$0.00	\$0.00
DAFF	Masters of Biostatistics	1	1 x APS 6	1 x APS 6 - 33.00	1 x APS 6 - \$0.00	\$0.00
			1 x APS 6	1 x APS 6 - 45.00	1 x APS 6 - \$1,626.00	
			4 x EL 1	4 x EL 1 - 120.00	4 x EL 1 - \$9,093.08	
DAFF	Masters of Business Administration	6	1 x EL 2	1 x EL 2 - 0.00	1 x EL 2 - \$5,500.00	\$16,219.08
DAFF	Masters of Business Informatics	1	1 x APS 6	1 x APS 6 - 45.00	1 x APS 6 - \$0.00	\$0.00
DAFF	Masters of Climate Change	1	1 x APS 6	1 x APS 6 - 54.00	1 x APS 6 - \$3,405.75	\$3,405.75
DAFF	Masters of Communication	1	1 x APS 5	1 x APS 5 - 54.00	1 x APS 5 - \$1,090.00	\$1,090.00
			3 x APS 6	3 x APS 6 - 226.25	3 x APS 6 - \$8,757.75	
DAFF	Masters of Environmental Management	4	1 x EL 1	1 x EL 1 - 42.25	1 x EL 1 - \$6,504.00	\$15,261.75
DAFF	Masters of Environmental Science	1	1 x EL 1	1 x EL 1 - 72.50	1 x EL 1 - \$2,711.75	\$2,711.75
DAFF	Masters of Financial Management	1	1 x APS 5	1 x APS 5 - 45.00	1 x APS 5 - \$3,066.00	\$3,066.00
DAFF	Masters of International and Community Development	1	1 x EL 1	1 x EL 1 - 42.00	1 x EL 1 - \$1,750.00	\$1,750.00
			4 x APS 5	4 x APS 5 - 295.50	4 x APS 5 - \$22,308.30	
			2 x APS 6	2 x APS 6 - 147.25	2 x APS 6 - \$6,378.70	
DAFF	Masters of International and Development Economics	7	1 x EL 1	1 x EL 1 - 51.75	1 x EL 1 - \$3,472.00	\$32,159.00
DAFF	Masters of International Trade and Economic Relations	1	1 x APS 5	1 x APS 5 - 50.50	1 x APS 5 - \$3,570.00	\$3,570.00
DAFF	Masters of Plant Biosecurity	1	1 x APS 5	1 x APS 5 - 51.00	1 x APS 5 - \$2,595.00	\$2,595.00
			1 x APS 5	1 x APS 5 - 84.00	1 x APS 5 - \$2,295.72	
DAFF	Masters of Public Administration	2	1 x EL 1	1 x EL 1 - 37.50	1 x EL 1 - \$4,926.75	\$7,222.47
DAFF	Masters of Public Policy	1	1 x APS 5	1 x APS 5 - 48.00	1 x APS 5 - \$1,658.87	\$1,658.87
DAFF	Masters of Teaching	1	1 x APS 6	1 x APS 6 - 23.50	1 x APS 6 - \$0.00	\$0.00

**Supplementary Budget Estimates October 2012
Attachment A - Question 116**

Agency	Type of course (title)	Number of participants by course	Employee classification	Study leave granted in hours	Cost per participant by classification	Total cost of course
DAFF	Masters of Veterinary Studies	4	3 x APS 6 1 x EL 2	3 x APS 6 - 114.00 1 x EL 2 - 107.00	3 x APS 6 - \$14,558.62 1 x EL 1 - 14,588.00	\$21,146.62
DAFF	Masters of Wine Business	1	1 x APS 5	1 x APS 5 - 158.00	1 x APS 5 - \$2,634.62	\$2,634.62
DAFF	PhD in Economics	1	1 x APS 5	1 x APS 5 - 91.25	1 x APS 5 - \$465.75	\$465.75
DAFF	PhD in Verterninary Science	1	1 x EL 2	1 x EL 2 - 60.00	1 x EL 2 - \$0.00	\$0.00
DAFF	PhD Science	1	1 x EL 1	1 x EL 1 - 78.00	1 x EL 1 - \$0.00	\$0.00
DAFF	PhD Thesis	1	1 x APS 5	1 x APS 5 - 108.00	1 x APS 5 - \$0.00	\$0.00
DAFF	Post Graduate in Plant Biosecurity	3	1 x APS 3 2 x APS 4	1 x APS 3 - 22.50 2 x APS 4 - 34.00	1 x APS 3 - \$2,595.00 2 x APS 4 - \$5,222.50	\$7,817.50
DAFF	Social Network Analysis	1	1 x APS 5	1 x APS 5 - 40.00	1 x APS 5 - \$0.00	\$0.00
	Grand Total	115				\$234,568.62

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

Question: 117

Division/Agency: People and Service Delivery Division

Topic: Education Expenses

Proof Hansard page: Written

Senator COLBECK asked:

1. For 2011-12, detail all education expenses (i.e. in house courses and tertiary studies) for each portfolio department and agency. 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 the department/agency.

Answer:

1. The courses have been divided into three types:
 - a) *General management training* which benefits the department or agency by enhancing core public service skills, business acumen and capability development against the Integrated Leadership System.
 - b) *Technical training* which benefits the department or agency by enhancing technical skills in a particular field of expertise.
 - c) *Studybank* which benefits the department 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 Australian Public.

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

Question: 117 (continued)

AGENCY	<i>General Management</i>			<i>Technical Training</i>		
	Number	Cost pp*	Total cost	Number	Cost pp*	Total cost
DAFF	9679	\$212.60	\$2,057,724.00	10,932	\$139.27	\$1,522,478.00
AFMA	393	\$242.08	\$95,139.36	127	\$615.67	\$78,190.44
APVMA	120	\$1,031.00	\$123,720.42	498	\$659.26	\$328,313.47
CRDC	4	\$2,096.00	\$8,384.00	0	\$0.00	\$0.00
FRDC	55	\$820.41	\$45,122.54	0	\$0.00	\$0.00
GRDC	90	\$1220.11	\$109,810.21	42	\$880.95	\$37,000.00
GWRDC	0	\$0.00	\$0.00	0	\$0.00	\$0.00
RIRDC	21	\$2,841.64	\$59,674.36	7	\$1,031.61	\$7,221.27
SRDC	2	\$470.00	\$940.00	4	\$3,172.25	\$12,689.00
WA	0	\$0.00	\$0.00	0	\$0.00	\$0.00
WEA	24	\$706.85	\$16,964.45	11	\$412.09	\$4,533.00
Total**	10388		\$2,517,479.10	11621		\$1,990,425.00

***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.

****Total costs** exclude leadership training (which is provided separately in Question on Notice 119) and Studybank costs (which is provided below).

Attachment A 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.

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

Question: 117 (continued)

The following tables summarise Studybank used by the department and portfolio agencies.

DAFF			
Employee classification	Number of participants by classification	Number of hours by classification	Total cost by classification
APS 2	2	95.25	\$1,534.00
APS 3	12	813.00	\$8,997.50
APS 4	18	1,487.75	\$30,156.68
APS 5	38	3,117.25	\$111,028.38
APS 6	61	4,928.00	\$192,101.90
EL 1	48	3,430.00	\$134,354.38
EL 2	17	1,265.25	\$74,373.60
Total	196	15136.5	\$552,546.44

AFMA			
Employee classification	Number of participants by classification	Number of hours by classification	Total cost by classification
APS 2	1	0.00	\$1,475.50
APS 3	1	30.00	\$752.25
APS 4	2	60.00	\$5,691.90
APS 5	1	30.00	\$715.00
APS 6	13	695.00	\$21,773.40
EL 1	3	155.00	\$9,819.75
EL 2	2	112.50	\$4,300.00
Total	23	1,082.50	\$44,527.80

APVMA			
Employee classification	Number of participants by classification	Number of hours by classification	Total cost by classification
APS 5	2	131.00	\$4,393.24
APS 6	4	203.00	\$14,879.00
EL 1	2	128.00	\$6,536.57
Total	8	462.00	\$25,808.81

WA			
Employee classification	Number of participants by classification	Number of hours by classification	Total cost by classification
APS 6	2	0.00	\$1,026.50
EL 1	1	96.00	\$2,186.14
Total	3	96.00	\$3,212.64

**Supplementary Budget Estimates October 2012
Attachment A - Question 117**

Agency	Type of course (title)	Number of participants by course	Employee classification	Study leave granted in hours	Cost per participant by classification	Total cost of course
APVMA	Graduate Certificate in Veterinary Public Health Management	1	EL 1	48	1 x EL 1 - 3608.62	\$3,608.62
APVMA	Advanced Diploma - Accounting	1	APS 5	80	1 x APS 5 - \$193.24	\$193.24
APVMA	Master of Project Management	1	EL 1	80	1 x EL 1 - \$2,927.95	\$2,927.95
APVMA	Certificate IV in Training & Assessment	1	APS 6	48	1 x APS 6 - \$2,824.00	\$2,824.00
APVMA	Diploma of Government	1	APS 6	60	1 x APS 6 - \$5,445.00	\$5,445.00
APVMA	Diploma of Government (Investigations)	2	1x APS 5 1x APS 6	1 x APS 5 - 51.00 1 x APS 6 - 51.00	1 x APS 6 - \$4,200.00 1 x APS 6 - \$4,200.00	\$8,400.00
APVMA	Certificate IV in Human Resources	1	APS 6	APS 6 - 44.00	1 x APS 6 - \$2,410.00	\$2,410.00
AFMA	Masters of Project Management	1	1 x APS 6	1 x APS 6 - 60.00	1 x APS 6 - \$2,535.00	\$2,535.00
AFMA	Dipmoma in Legal Practice/Juris Doctor	1	1 x EL 1	1 x EL 1 - 40.00	1 x EL 1 - \$2,700.75	\$2,700.75
AFMA	Bachelor of Mechanical Engineering	1	1 x APS 6	1 x APS 6 - 50.00	1 x APS 6 - \$1,259.70	\$1,259.70
AFMA	Bachelor of Environmental Science (Environmental Management)	1	1 x APS 5	1 x APS 5 - 30.00	1 x APS 5 - \$715.00	\$715.00
AFMA	Bachelor of Arts Marine Science and Management	1	1 x APS 6	1 x APS 6 - 75.00	1 x APS 6 - \$1,133.45	\$1,133.45
AFMA	Masters of Fisheries Policy	1	1 x EL 2	1 x EL 2 - 37.50	1 x EL 2 - \$1,300.00	\$1,300.00
AFMA	Bachelor Environmental Science	1	1 x APS 6	1 x APS 6 - 37.50	1 x APS 6 - \$1,300.00	\$1,300.00
AFMA	Bachelor of Teaching and Learning/Bachelor of Arts	1	1 x APS 6	1 x APS 6 - 60.00	1 x APS 6 - \$2,652.00	\$2,652.00
AFMA	Bachelor of Science Resource and Environmental Management/Bachelor of Science	1	1 x APS 2	1 x APS 2 - 0.00	1 x APS 2 - \$1,475.50	\$1,475.50
AFMA	Graduate Certificate of Marine Resource Management	1	1 x APS 4	1 x APS 4 - 0.00	1 x APS 4 - \$1,381.25	\$1,381.25
AFMA	Master of Fisheries Policy	1	1 x EL 2	1 x EL 2 - 75.00	1 x EL 2 - \$3,000.00	\$3,000.00
AFMA	Bachelor Environmental Science	1	1 x APS 6	1 x APS 6 - 67.50	1 x APS 6 - \$1,650.00	\$1,650.00
AFMA	Masters of Public Administration	1	1 x EL 1	1 x EL 1 - 75.00	1 x EL 1 - \$4,644.00	\$4,644.00
AFMA	Bachelor of Teaching and Learning/Bachelor of Arts	1	1 x APS 6	1 x APS 6 - 60.00	1 x APS 6 - \$1,143.75	\$1,143.75
AFMA	Master of Diplomacy and Trade	1	1 x APS 4	1 x APS 4 - 60.00	1 x APS 4 - \$4,310.65	\$4,310.65
AFMA	Masters of Applied Science - Fisheries Management	1	1 x APS 3	1 x APS 3 - 30.00	1 x APS 3 - \$752.25	\$752.25
AFMA	Post Graduate Maritime and Logistics Management	1	1 x APS 6	1 x APS 6 - 30.00	1 x APS 6 - \$1,477.50	\$1,477.50
AFMA	Marine Science and Management	1	1 x APS 6	1 x APS 6 - 67.50	1 x APS 6 - \$1,178.25	\$1,178.25
AFMA	Master of Project Management	1	1 x APS 6	1 x APS 6 - 60.00	1 x APS 6 - \$2,925.00	\$2,925.00
AFMA	CPA	1	1 x APS 6	1 x APS 6 - 0.00	1 x APS 6 - \$611.25	\$611.25
AFMA	Juris Doctor	1	1 x EL 1	1 x EL 1 - 40.00	1 x EL 1 - \$2,475.00	\$2,475.00
AFMA	Masters of Public and International Law	1	1 x APS 6	1 x APS 6 - 52.50	1 x APS 6 - \$3,060.00	\$3,060.00
AFMA	Graduate Diploma in Marine Science	1	1 x APS 6	1 x APS 6 - 75.00	1 x APS 6 - \$847.50	\$847.50
WA	Toastmasters	1	1 x APS 6	1 x APS 6 - 0.00	1 x APS 6 - \$104.00	\$104.00
WA	Graduate Diploma in Applied Finance	1	1 x APS 6	1 x APS 6 - 0.00	1 x APS 6 - \$922.50	\$922.50
WA	Bachelor of Law and legal Practice	1	1 x EL 1	1 x EL 1 - 96.00	1 x EL 1 - \$2,186.14	\$2,186.14
DAFF	Advanced Diploma of Management	1	EL1	54.00	\$660.00	\$660.00

**Supplementary Budget Estimates October 2012
Attachment A - Question 117**

Agency	Type of course (title)	Number of participants by course	Employee classification	Study leave granted in hours	Cost per participant by classification	Total cost of course
DAFF	Advanced Diploma of Public Relations	1	APS5	95.00	\$232.00	\$232.02
DAFF	Australian Future Grain Leaders Program	1	APS6	72.00	\$0.00	\$0.00
DAFF	Bachelor of Accounting	1	APS4	43.00	\$0.00	\$0.00
DAFF	Bachelor of Agriculture & Land Management	1	APS3	65.00	\$0.00	\$0.00
DAFF	Bachelor of Applied Science	4	1 x APS4 1 x APS5 2 x EL1	1 x APS4 - 45.00 1 x APS5 - 48.00 2 x EL1 - 200.00	1 x APS4 - \$3704.00 1 x APS5 - \$2747.45 2 x EL1 - \$11529.94	\$17,981.39
DAFF	Bachelor of Arts	5	1 x APS3 2 x APS4 1 x APS5 1 x EL1	1 x APS3 - 45.50 2 x APS4 - 310.50 1 x APS5 - 218.50 1 x EL1 - 43.00	1 x APS3 - \$0.00 2 x APS4 - \$4480.00 1 x APS5 - \$4558.50 1 x EL1 - \$317.70	\$9,356.20
DAFF	Bachelor of Building & Construction	1	APS5	45.00	\$0.00	\$0.00
DAFF	Bachelor of Business Administration	2	1 x APS4 1 x APS5	1 x APS4 - 331.00 1 x APS5 - 102.00	1 x APS4 - \$6800.40 1 x APS5 - \$4500.00	\$11,300.40
DAFF	Bachelor of Business Management	2	1 x APS4 1 x APS6	1 x APS4 - 52.00 1 x APS6 - 193.00	1 x APS4 - \$0.00 1 x APS6 - \$0.00	\$0.00
DAFF	Bachelor of Commerce	1	APS5	185.00	\$2,500.00	\$2,500.00
DAFF	Bachelor of Commerce/Economics	1	APS6	112.75	\$2,225.00	\$2,225.00
DAFF	Bachelor of Commerce/Law	1	APS5	77.50	\$0.00	\$0.00
DAFF	Bachelor of Communications Media	1	APS5	182.75	\$4,852.05	\$4,852.05
DAFF	Bachelor of Economics	1	EL1	0.00	\$1,850.00	\$1,850.00
DAFF	Bachelor of Environmental Science	1	APS4	45.00	\$0.00	\$0.00
DAFF	Bachelor of Health Science	1	APS2	72.00	\$1,534.00	\$1,534.00
DAFF	Bachelor of Horticulture	1	EL1	0.00	\$968.00	\$968.00
DAFF	Bachelor of Information Studies	1	EL2	0.00	\$0.00	\$0.00
DAFF	Bachelor of Interdisciplinary Studies	1	EL2	163.25	\$3,750.75	\$3,750.75
DAFF	Bachelor of International Studies	1	APS5	82.00	\$0.00	\$0.00
DAFF	Bachelor of Management	4	3 x APS6 1 x EL1	3 x APS6 - 302.25 1 x EL1 - 39.50	3 x APS6 - \$4623.20 1 x EL1 - \$1550.40	\$6,173.60
DAFF	Bachelor of Public Health	1	EL1	112.00	\$2,409.75	\$2,409.75
DAFF	Bachelor of Public Relations	1	APS6	363.00	\$8,314.12	\$8,314.12
DAFF	Bachelor of Science	2	1 x APS4 1 x APS5	1 x APS4 - 227.00 1 x APS5 - 45.00	1 x APS4 - \$2076.50 1 x APS5 - \$1593.00	\$3,669.53
DAFF	Bachelor of Teaching	1	APS5	75.00	\$680.00	\$680.00
DAFF	Bachelor of Wine Science	1	APS6	94.50	\$1,108.00	\$1,108.00
DAFF	Bachelor of Writing	1	APS4	62.50	\$1,088.00	\$1,088.00
DAFF	Certificate IV in Accounting	1	APS6	159.00	\$2,860.00	\$2,860.00
DAFF	Certificate IV in Financial Services	1	APS3	180.00	\$0.00	\$0.00

**Supplementary Budget Estimates October 2012
Attachment A - Question 117**

Agency	Type of course (title)	Number of participants by course	Employee classification	Study leave granted in hours	Cost per participant by classification	Total cost of course
DAFF	Certificate IV in Frontline Management	3	1 x APS4 1 x APS5 1 x APS6	1 x APS4 - 55.5 1 x APS5 - 55.5 1 x APS6 - 57.5	1 x APS4 - \$0.00 1 x APS5 - \$0.00 1 x APS6 - \$0.00	\$0.00
DAFF	Certificate IV in Government	4	1 x APS5 1 x APS6 1 x EL1 1 x EL2	1 x APS5 - 46.50 1 x APS6 - 78.00 1 x EL1 - 66.00 1 x EL2 - 85.00	1 x APS5 - \$0.00 1 x APS6 - \$0.00 1 x EL1 - \$0.00 1 x EL2 - \$4100	\$4,100.00
DAFF	Certificate IV in Human Resources	2	1 x APS4 1 x APS6	1 x APS4 - 52.50 1 x APS6 - 52.50	1 x APS4 - \$2211.75 1 x APS6 - \$2211.75	\$4,423.50
DAFF	Certificate IV in Occupational Health & Safety	1	APS3	37.50	\$0.00	\$0.00
DAFF	Certificate IV in Project Management	1	APS6	54.50	\$0.00	\$0.00
DAFF	Certificate IV in Training and Assessment	1	APS6	100.50	\$0.00	\$0.00
DAFF	Certified Practising accountant (CPA)	2	1 x APS4 1 x EL1	1 x APS4 - 0.00 1 x EL1 - 11.75	1 x APS4 - \$495.00 1 x EL1 - \$785.00	\$1,280.00
DAFF	Climate Change Policy & Economics	1	APS5	74.75	\$3,352.00	\$3,352.00
DAFF	Digital Media Methods	1	APS5	15.50	\$0.00	\$0.00
DAFF	Diploma of Animal Technology	1	APS5	97.00	\$146.34	\$146.34
DAFF	Diploma of Arts	1	APS6	42.00	\$211.20	\$211.20
DAFF	Diploma of Environmental Health	1	APS3	105.00	\$0.00	\$0.00
DAFF	Diploma of Government	2	1 x APS6 1 x EL1	1 x APS6 - 40.50 1 x EL1 - 97.50	1 x APS6 - \$0.00 1 x EL1 - \$4450.00	\$4,450.00
DAFF	Diploma of Human Resources	2	1 x APS5 1 x EL2	1 x APS5 - 24.00 1 x EL2 - 0.00	1 x APS5 - \$414.00 1 x EL2 - \$2640.00	\$3,054.00
DAFF	Diploma of Management	1	APS6	15.00	\$0.00	\$0.00
DAFF	Diploma of Project Management	9	1 x APS3 1 x APS6 7 x EL1	1 x APS3 - 76.00 1 x APS6 - 0.00 7 x EL1 - 556.50	1 x APS3 - \$0.00 1 x APS6 - \$505.00 7 x EL1 - \$1100.00	\$1,605.00
DAFF	Diploma of Seafood Industry	1	APS5	144.00	\$1,218.00	\$1,218.00
DAFF	Doctorate Forest Management and Climate Change	1	EL1	75.00	\$0.00	\$0.00
DAFF	Economics models and introduction to Econometrics	1	APS6	72.00	\$2,948.00	\$2,948.00
DAFF	Energy in Society/Sustainable Engineering Practice	1	EL2	39.00	\$2,420.95	\$2,420.95
DAFF	Executive Certificate in Business	1	EL1	0.00	\$5,584.00	\$5,584.00
DAFF	Executive Master of Business Admin	1	APS6	75.00	\$2,072.25	\$2,072.25
DAFF	Farm Management and Beef Cattle Management	1	APS4	39.75	\$735.00	\$735.00
DAFF	Graduate Certificate in Plant Biosecurity	12	3 x APS3 4 x APS4 2 x APS5 1 x APS6 2 x EL1	3 x APS3 - 77.25 4 x APS4 - 172.50 2 x APS5 - 57.75 1 x APS6 - 33.00 2 x EL1 - 109.00	3 x APS3 - \$2897.50 4 x APS4 - \$5285.00 2 x APS5 - \$0.00 1 x APS6 - \$2595.00 2 x EL1 - \$2500.00	\$13,277.50

**Supplementary Budget Estimates October 2012
Attachment A - Question 117**

Agency	Type of course (title)	Number of participants by course	Employee classification	Study leave granted in hours	Cost per participant by classification	Total cost of course
DAFF	Graduate Certificate in Professional Writing	1	EL1	37.50	\$0.00	\$0.00
DAFF	Graduate Certificate in Sustainable Agriculture	1	APS6	51.00	\$1,600.00	\$1,600.00
DAFF	Graduate Certificate in Veterinary Public Health Management	1	APS6	106.00	\$2,000.00	\$2,000.00
DAFF	Graduate Certificate in Wildlife Management	1	APS6	48.00	\$3,750.00	\$3,750.00
DAFF	Graduate Diploma of Applied Biotechnology	1	APS5	48.00	\$5,190.00	\$5,190.00
DAFF	Graduate Diploma of Environment and Resource Economy	1	APS5	179.00	\$11,044.00	\$11,044.00
DAFF	Graduate Diploma of Environmental Health	1	APS3	42.00	\$0.00	\$0.00
DAFF	Graduate Diploma of Fraud & Financial Investigation	1	EL1	96.00	\$2,460.00	\$2,460.00
DAFF	Graduate Diploma of International Trade & Economic Relations	1	APS5	49.50	\$6,306.50	\$6,306.50
DAFF	Graduate Diploma of Legal Practice	1	APS6	0.00	\$786.00	\$786.00
DAFF	Graduate Diploma of Psychology	2	1 x EL1 1 x EL2	1 x EL1 - 22.50 1 x EL2 - 95.00	1 x EL1 - \$0.00 1 x EL2 - \$3908.00	\$3,908.00
DAFF	Graduate Diploma of Statistics	1	EL1	107.00	\$3,229.00	\$3,229.00
DAFF	Graduate Diploma/Masters of Information Technology	1	EL1	142.00	\$9,456.00	\$9,456.00
DAFF	Graduate Studies of Economic Policy	1	EL1	0.00	\$1,550.00	\$1,550.00
DAFF	Graduate Studies of International Affairs	1	APS5	63.50	\$8,625.00	\$8,625.00
DAFF	Investigative Interviewing	1	APS6	54.00	\$1,260.00	\$1,260.00
DAFF	Juris Doctor (JD) Program	1	EL2	226.00	\$7,506.00	\$7,506.00
DAFF	Leadership Skills	1	EL1	123.00	\$14,460.00	\$14,460.00
DAFF	Masters of Administration	1	APS6	73.00	\$6,770.30	\$6,770.30
DAFF	Masters of Applied Economics	1	EL2	76.50	\$3,156.45	\$3,156.45
DAFF	Masters of Applied Science	1	EL1	97.50	\$3,225.00	\$3,225.00
DAFF	Masters of Arts	2	1 x APS3 1 x APS6	1 x APS3 - 17.75 1 x APS6 - 48.00	1 x APS3 - \$0.00 1 x APS6 - \$2600.00	\$2,600.00
DAFF	Masters of Biostatistics	1	APS6	33.00	\$0.00	\$0.00
DAFF	Masters of Business Administration	5	1 x APS6 2 x EL1 2 x EL2	1 x APS6 - 173.50 2 x EL1 - 155.00 2 x EL2 - 83.50	1 x APS6 - \$6850.00 2 x EL1 - \$5155.94 2 x EL2 - \$10672.00	\$22,677.94
DAFF	Masters of Climate Change	2	1 x APS6 1 x EL1	1 x APS6 - 62.50 1 x EL1 - 125.00	1 x APS6 1 x EL1	\$21,759.00
DAFF	Masters of Communication	1	APS5	120.00	\$6,740.00	\$6,740.00
DAFF	Masters of Economics	1	EL1	55.00	\$2,908.00	\$2,908.00
DAFF	Masters of Environmental and Resource Economics	1	APS6	118.75	\$6,613.75	\$6,613.75
DAFF	Masters of Environmental Management	9	1 APS3 3 x APS5 3 x APS6 2 x EL1	1 APS3 - 167.00 3 x APS5 - 212.50 3 x APS6 - 338.00 2 x EL1 - 243.75	1 APS3 - \$6100.00 3 x APS5 - \$8155.08 3 x APS6 - \$10142.75 2 x EL1 - \$19365.75	\$43,763.58
DAFF	Masters of Environmental Science	1	EL1	211.50	\$2,676.00	\$2,676.00
DAFF	Masters of Financial Management	1	APS4	51.50	\$3,281.00	\$3,281.00

**Supplementary Budget Estimates October 2012
Attachment A - Question 117**

Agency	Type of course (title)	Number of participants by course	Employee classification	Study leave granted in hours	Cost per participant by classification	Total cost of course
DAFF	Masters of Fisheries Policy	1	EL1	75.00	\$2,750.00	\$2,750.00
DAFF	Masters of GIS and Remote Sensing	1	APS5	90.00	\$5,240.00	\$5,240.00
DAFF	Masters of Government & Commercial Law	1	APS6	54.00	\$1,438.00	\$1,438.00
DAFF	Masters of Information Systems	1	APS5	122.75	\$0.00	\$0.00
DAFF	Masters of International & Development Economics	2	1 x APS5 1 x EL1	1 x APS5 - 116.75 1 x EL1 - 74.50	1 x APS5 - \$6598.00 1 x EL1 - \$3602.00	\$10,200.00
DAFF	Masters of International Animal Health	1	APS6	0.00	\$2,760.16	\$2,760.16
DAFF	Masters of International Law	1	APS6	60.00	\$4,710.00	\$4,710.00
DAFF	Masters of International Trade & Economic Relations	1	APS5	70.00	\$6,935.50	\$6,935.50
DAFF	Masters of Law	4	1 x APS5 3 x APS6	1 x APS5 - 37.50 3 x APS6 - 469.00	1 x APS5 - \$1700.00 3 x APS6 - \$25279.8	\$26,979.80
DAFF	Masters of Management	1	APS6	94.50	\$1,365.00	\$1,365.00
DAFF	Masters of Mathematical Sciences	1	APS6	170.25	\$10,642.00	\$10,642.00
DAFF	Masters of National Forestry	1	EL1	37.50	\$756.00	\$756.00
DAFF	Masters of National Security Policy	1	EL2	52.00	\$0.00	\$0.00
DAFF	Masters of Nutrition and Dietetics	1	EL2	55.00	\$551.33	\$551.33
DAFF	Masters of Plant Biosecurity	1	APS5	51.00	\$2,595.00	\$2,595.00
DAFF	Masters of Public Administration	4	1 x APS5 2 x APS6 1 x EL1	1 x APS5 - 84.00 2 x APS6 - 114.25 1 x EL1 - 42.00	1 x APS5 - \$2362.35 2 x APS6 - \$7083.00 1 x EL1 - \$2786.40	\$12,231.75
DAFF	Masters of Public Policy	6	1 x APS5 3 x APS6 2 x EL2	1 x APS5 - 51.00 3 x APS6 - 220.50 2 x EL2 - 90.00	1 x APS5 - \$1691.75 3 x APS6 - \$19278.00 2 x EL2 - \$9569.5	\$30,539.25
DAFF	Masters of Science	1	EL1	51.00	\$0.00	\$0.00
DAFF	Masters of Scientific Studies	1	APS6	48.00	\$0.00	\$0.00
DAFF	Masters of Social Science Criminal Justice Administration	1	APS2	23.25	\$0.00	\$0.00
DAFF	Masters of Sustainable Agriculture	1	EL1	39.00	\$900.00	\$900.00
DAFF	Masters of Teaching	1	APS6	26.50	\$0.00	\$0.00
DAFF	Masters of Veterinary Public Health and Management	6	3 x APS6 3 x EL2	3 x APS6 - 141.00 3 x EL2 - 300.00	3 x APS6 - \$14263.62 3 x EL2 - \$26098.62	\$40,362.24
DAFF	Masters of Veterinary Studies	3	2 x APS6 1 x EL1	2 x APS6 - 78.00 1 x EL1 - 48.00	2 x APS6 - \$13138.00 1 x EL1 - \$3564.00	\$16,702.00
DAFF	Master of International and Development Economics	1	APS5	45.00	\$3,046.00	\$3,046.00
DAFF	Mathematical Methods	2	1 x APS5 1 x APS6	1 x APS5 - 106.00 1 x APS6 - 70.00	1 x APS5 - \$8005.84 1 x APS6 - \$435.00	\$8,440.84
DAFF	Open Economy Macroeconomics, Finance & Development	1	EL2	81.00	\$3,671.50	\$3,671.50
DAFF	PhD Science	1	EL1	167.00	\$0.00	\$0.00
DAFF	Policy Impact Evaluation	1	APS6	129.75	\$6,680.00	\$6,680.00
DAFF	Principles of International Law	1	EL1	7.50	\$2,800.00	\$2,800.00

**Supplementary Budget Estimates October 2012
Attachment A - Question 117**

Agency	Type of course (title)	Number of participants by course	Employee classification	Study leave granted in hours	Cost per participant by classification	Total cost of course
DAFF	Principles of Social Policy	1	APS6	71.00	\$3,346.00	\$3,346.00
DAFF	Protected Area Management	1	APS6	39.00	\$2,012.00	\$2,012.00
DAFF	Psychology of Coaching	1	EL1	27.50	\$0.00	\$0.00
DAFF	Sustainable Agriculture Honours	1	APS6	107.00	\$0.00	\$0.00
DAFF	Taxation	1	APS6	12.50	\$1,200.00	\$1,200.00
Grand Total		230				\$626,095.69

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Supplementary Budget Estimates October 2012

Agriculture, Fisheries and Forestry

Question: 118

Division/Agency: People and Service Delivery Division

Topic: Executive Coaching and Leadership Training

Proof Hansard page: Written

Senator COLBECK asked:

In relation to executive coaching and/or other leadership training services purchased by each department/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 department 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 department or agency's incurred to use the location

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

Question: 118 (continued)

Answer:

1. The total spending on all executive coaching and leadership training for the period 1 July 2012 to 30 September 2012 was \$240 037.50.
2. The total number of employees who were eligible for consideration for executive coaching and leadership training was 2587 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.
3. Employees utilised these services on 68 occasions:
 - on 10 occasions, the employees were SES2
 - on 10 occasions, the employees were SES1
 - on 19 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 2,478.5 hours. The breakdown of hours for each employment classification is:

- 178 hours for SES2 employees
 - 50 hours for SES1 employees
 - 188 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:
 - Australian Institute of Management
 - Australian Public Service Commission
 - Bull & Bear Special Assignments Pty Ltd
 - Executive Coaching Services
 - Focusworks
 - Jeff Whalan Learning Group.
 - JennGenn Consulting Pty Ltd
 - Mindscious Group
 - Yellow Edge

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

Question: 118 (continued)

a), b), c), d), e) & f) – see Attachment 1.

i. The following locations were used where a service was provided at a location other than the department's 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

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 367 hours. The breakdown of hours for each employment classification is:

- 175 hours for SES employees
- 192 hours for EL employees
- 0 hours for APS employees

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

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					525.00	1065.00	450.00			2040.00	\$113,675.00	Complete package
APSC	Learn to be an effective Coach	Leadership	Group based	1					1							21.00	21.00	\$2,340.00	Complete package
APSC	EL1 Masterclass	Leadership	Group based	1			1							22.50			22.50	\$3,100	Complete package
APSC	APS Views: What's in a review? Building the institutional capability of the APS	Leadership	Group based	1					1						2.00		2.00	\$115	Complete package
APSC	APSC Leader to Leader Event	Leadership	Group based	1					1						2.00		2.00	\$85	Complete package
APSC	Executive Leadership Dimensions - EL2 residential	Leadership	Group based	1				1						30.00			30.00	\$4,265	Complete package
APSC	Leading Australia's Future in Asia Pacific	Leadership	Group based	1						1						135.00	135.00	\$25,750	Complete package
APSC	Career Development Assessment Centre	Leadership	Group based	1				1						34.50			34.50	\$12,925	Complete package
APSC	Career Development Assessment Centre	Leadership	Group based	1				1						34.50			34.50	\$12,925	Complete package
APSC	Career Development Assessment Centre	Leadership	Group based	1				1						34.50			34.50	\$12,925	Complete package
APSC	Career Development Assessment Centre	Leadership	Group based	1				1						34.50			34.50	\$12,925	Complete package
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1						5.00	5.00	\$1,750	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						2.00		2.00	\$700	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						5.00		5.00	\$1,750	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1						1.00			1.00	\$350	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1						2.00			2.00	\$700	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1						4.00			4.00	\$1,400	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1						8.00	8.00	\$2,800	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						5.00		5.00	\$1,750	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						4.00		4.00	\$1,400	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1						1.00			1.00	\$350	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1						2.00			2.00	\$700	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1						6.00	6.00	\$2,100	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						2.00		2.00	\$700	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						2.00		2.00	\$700	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1						1.00			1.00	\$350	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1						1.00			1.00	\$350	Per hour
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1						1.00			1.00	\$350	Per hour
Executive Coaching Services	Leadership	Leadership	One-to-one	1						1						3.00	3.00	\$2,640	Complete package
Focusworks	Executive Coaching	Coaching	One-to-one	1				1						1.00			1.00	\$495.00	Per hour
Focusworks	Executive Coaching	Coaching	One-to-one	1				1						1.50			1.50	\$742.50	Per hour
Focusworks	Executive Coaching	Coaching	One-to-one	1				1						1.00			1.00	\$495.00	Per hour
Focusworks	Executive Coaching	Coaching	One-to-one	1				1						1.00			1.00	\$495.00	Per hour
Jeff Whalan Learning Group	Jeff Whalan Learning Group	Coaching	Group based	1						1						15.00	15.00	\$9,500	Complete package
JennGen Consulting Pty Ltd	Executive Coaching	Coaching	One-to-one	1					1						5.00		5.00	\$1,450	Per hour
Mindscious Group	Executive Coaching	Coaching	One-to-one	1						1					1.50		1.50	\$1,000	Per hour
Mindscious Group	Executive Coaching	Coaching	One-to-one	1						1					1.50		1.50	\$1,000	Per hour
Mindscious Group	Executive Coaching	Coaching	One-to-one	1						1					1.50		1.50	\$1,000	Per hour
Mindscious Group	Executive Coaching	Coaching	One-to-one	1						1					1.50		1.50	\$1,000	Per hour
Yellow Edge	Executive Coaching	Coaching	One-to-one	1				1						1.50			1.50	\$495	Complete package
YellowEdge	Executive Coaching	Coaching	One-to-one	1				1						1.00			1.00	\$495	Per hour

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

Question: 119

Division/Agency: People and Service Delivery Division

Topic: Executive Coaching and Leadership Training

Proof Hansard page: Written

Senator COLBECK asked:

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information for 2011-12:

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 department 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 department or agency's incurred to use the location

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

Question: 119 (continued)

Answer:

1. The total spending on all executive coaching and leadership training for the period 1 July 2011 – 30 June 2012 was \$1 188 974.80.
2. The total number of employees who were eligible for consideration for executive coaching and leadership training was 2620 employees as at 30 June 2012.

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.

3. Employees utilised these services on 396 occasions:
 - on 25 occasions, the employees were SES2
 - on 62 occasions, the employees were SES1
 - on 149 occasions, the employees were EL2
 - on 60 occasions, the employees were EL1
 - on 68 occasions, the employees were APS6
 - on 32 occasions, the employees were APS5.

The total numbers of hours involved for all employees was 12 842.75 hours. The breakdown of hours for each employment classification is:

- 389 hours for SES2 employees
 - 970.25 hours for SES1 employees
 - 2374 hours for EL2 employees
 - 2420.5 hours for EL1 employees
 - 4363 hours for APS6 employees
 - 2326 hours for APS5 employees.
4. 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
 - Australian Rural Leadership Foundation
 - Blue Sky Coaching
 - Bull & 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

Rural and Regional Affairs and Transport Committee

ANSWERS TO QUESTIONS ON NOTICE

Supplementary Budget Estimates October 2012

Agriculture, Fisheries and Forestry

Question: 119 (continued)

- Comcare
- Commonwealth Scientific and Industrial Research Organisation (CSIRO)
- CPA Australia
- Cranlana
- Directions for Change
- Executive Central
- Flinders University
- Focusworks
- JennGenn Consulting
- Jeff Whalan Learning Group
- Mindscious Group
- PEP Worldwide
- People Strategy
- RJC and JWJ Consulting
- Results Coaching Systems
- Rural Training Initiatives
- SHL Australia Pty Ltd
- SJ Browning Consulting
- The May Group
- Tempo Strategies
- University of South Australia
- VT Coach Pty Ltd
- Wheaten Consulting
- YellowEdge

a), b), c), d), e) & f) – see Attachment 1.

- i. The following locations were used where a service was provided at a location other than the department's own premises:
 - 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

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

Question: 119 (continued)

- 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
 - Cantile, Manuka, Canberra, ACT
 - 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
 - Esplanade Hotel, Fremantle, WA
 - Australian War Memorial, Campbell, ACT
 - Peppers Craigieburn, Bowral, NSW
 - Brassey Hotel, Canberra, ACT
 - ARLP - The Kimberley, Adelaide, Canberra, Sydney, Queensland and India
- 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 3065.5 hours. The breakdown of hours for each employment classification is:
- 653.5 hours for SES employees
 - 2304.5 hours for EL employees
 - 107.5 hours for APS employees.
- iv. There were no additional costs incurred to use these locations.

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

Attachment 1

Provider	Course Name	Nature	One on one or Group based	How many participants	Breakdown by employment Classification					
					APS5	APS6	EL1	EL2	SES1	SES2
AIM	Emerging Leaders	Leadership	Group based	109	31	58	19	1		
AIM	Developing High Performance Teams	Leadership	Group based	1				1		
ANU - National Security College	National Security College	Leadership	Group based	14		2	4	7	1	
ANU Centre for Continuing Education	Leadership and Team Building for Current and Future Leaders	Leadership	Group based	1				1		
APSC	Career Development Assessment Centre (CDAC)	Leadership	Group based	4				4		
APSC	SES Band 2 Talent Development Program	Leadership	Group based	1						1
APSC	Leader to Leader	Leadership	Group based	1					1	
APSC	New Directions - Ministers' views	Leadership	Group based	1					1	
APSC	Winning that SES Job	Coaching	Group based	1				1		
APSC	Executive Leadership Dimensions Program	Leadership	Group based	4				4		
APSC	Leading and Managing Small Teams	Leadership	Group based	2		1	1			
APSC	Leading your team	Leadership	Group based	9			7	2		
APSC	Essentials for new team leaders	Leadership	Group based	1			1			
APSC	Executive Level 1 Masterclass	Leadership	Group based	1			1			
APSC	Understanding Work Values	Leadership	Group based	1				1		
APSC	Conflict Resolution for Executive Levels	Leadership	Group based	1				1		
APSC	New leadership horizons	Leadership	Group based	1					1	
APSC	Leading Australia's Future in Asia Pacific (LAFIA)	Leadership	Group based	1						1
APSC	Leading across boundaries - Band 2 Residential	Leadership	Group based	1						1
APSC	New Leadership Horizons	Leadership	Group based	1					1	
APSC	Leadership Excellence Program	Leadership	Group based	1			1			
APSC	APSC Leader to leader event with Mr Duncan Lewis AO, DSC, CSC, Secretary, Dept of Defence	Leadership	Group based	1					1	
APSC	Leading and managing small teams	Leadership	Group based	1			1			
APSC	Professional public service: An EL1 Masterclass	Leadership	Group based	1			1			
APSC	Career Development Assessment Centre	Leadership	Group based	1				1		
APSC	Career Development Assessment Centre	Leadership	Group based	1				1		
APSC	Career Development Assessment Centre	Leadership	Group based	1				1		
Aust and NZ School of Government	ANZSOG - Executive Fellows Program	Leadership	Group based	3						3
Aust and NZ School of Government	ANZSOG - Executive Masters of Public Administration	Leadership	Group based	1				1		
Australian Rural Leadership Foundation	Australian Rural Leadership Program	Leadership	Group based	1				1		
Blue Sky Coaching	Executive Coaching Session	Coaching	One on one	1					1	
Bull and Bear Special Assignments Pty Ltd	Executive Coaching Session	Coaching	One on one	25			1	12	7	5
Bull&Bear Special Assignments	Executive Coaching Session	Coaching	One-to-one	1						1
Bull&Bear Special Assignments	Executive Coaching Session	Coaching	One-to-one	1					1	
Bull&Bear Special Assignments	Executive Coaching Session	Coaching	One-to-one	1					1	
Bull&Bear Special Assignments	Executive Coaching Session	Coaching	One-to-one	1				1		
Bull&Bear Special Assignments	Executive Coaching Session	Coaching	One-to-one	1					1	
Bull&Bear Special Assignments	Executive Coaching Session	Coaching	One-to-one	1						1
Bull&Bear Special Assignments	Executive Coaching Session	Coaching	One-to-one	1					1	
Bull&Bear Special Assignments	Executive Coaching Session	Coaching	One-to-one	1						1
Bull&Bear Special Assignments	Executive Coaching Session	Coaching	One-to-one	1					1	
Bull&Bear Special Assignments	Executive Coaching Session	Coaching	One-to-one	1				1		
Bull&Bear Special Assignments	Executive Coaching Session	Coaching	One-to-one	1				1		

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Attachment 1

Provider	Course Name	Nature	One on one or Group based	How many participants	Breakdown by employment Classification					
					APS5	APS6	EL1	EL2	SES1	SES2
CA Mauk and Associates	Executive Coaching Session	Coaching	One on one	1						1
Cantlie Career Direction	Career Coaching	Coaching	One on one	1			1			
Carruthers Thomas	Executive Coaching Session	Coaching	One on one	2			1	1		
Centre for Leadership Pty Ltd	Media Coaching	Coaching	Group based	2						2
Centre for Public Management	Leadership training	Leadership	Group based	1			1			
Centre for Public Management	From Management to Leadership	Leadership	Group based	1				1		
Centre for Public Management	Teams and Leadership	Leadership	Group based	1		1				
Comcare	2011 Comcare Conference	Coaching	Group based	1		1				
CPA Australia	CPA Congress	Leadership	Group based	10				9	1	
Cranlana	The Cranlana Programme	Leadership	Group based	1						1
CSIRO	Change Forum/Difficult Decisions	Coaching	Group based	2		1	1			
Directions for Change	Executive Coaching Session	Coaching	One on one	9				9		
Directions for Change	Executive Coaching Session	Coaching	One on one	1				1		
Executive Central	Women Presenting Powerfully Masterclass	Leadership	Group based	1						1
Flinders University	Public Service Management Program	Leadership	Group based	1			1			
Focus Works	Executive Coaching Session	Coaching	One on one	2					2	
Focusworks	Executive Coaching Session	Coaching	One-to-one	1				1		
Jeff Whalan Learning Group	Executive Leadership Management Learning group	Coaching	Group based	5					5	
JennGen Consulting Pty Ltd	Executive Coaching Session	Coaching	One on one	7					7	
JennGen Consulting Pty Ltd	Executive Coaching Session	Coaching	One on one	1					1	
JWJConsulting	Frontline Feedback	Leadership	Group based	4			3	1		
Mindscious Group	Executive Coaching Session	Coaching	One-to-one	1				1		
Mindscious Group	Executive Coaching Session	Coaching	One-to-one	1				1		
Mindscious Group	Executive Coaching Session	Coaching	One-to-one	1				1		
Mindscious Group	Executive Coaching Session	Coaching	One-to-one	1					1	
Mindscious Group	Executive Coaching Session	Coaching	One-to-one	1						1
Mindscious Group	Executive Coaching Session	Coaching	One-to-one	1						1
Mindscious Group	Executive Coaching Session	Coaching	One-to-one	1						1
MINDSCIOUS GROUP P/L	Executive Coaching Session	Coaching	One on one	13				5	5	3
MINDSCIOUS GROUP P/L	Tetramap	Leadership	Group based	18		2	7	6	2	1
MINDSCIOUS GROUP P/L	Strategic Planning	Leadership	Group based	3					3	
PEP World Wide	Personal Efficiency Program	Coaching	Group based	1			1			
PEP World Wide	Executive Coaching Session	Coaching	One on one	1					1	
Results Coaching Systems	Results Certificate of Coaching Skills	Coaching	Group based	4			3	1		
Rural training initiatives	National seafood industry leadership program	Leadership	Group based	1			1			
SHL Australia Pty Ltd	Executive Coaching Session	Coaching	One on one	1					1	
SHL Australia Pty Ltd	Executive Coaching Session	Coaching	One on one	5				5		
SJ Browning Consulting	Promoting Positive Workplace Relationships	Leadership	Group based	2		1	1			
Tempo Strategies	Leading Across Boundaries Course	Leadership	Group based	1						1
The May Group	Executive Coaching Session	Coaching	One on one	37				37		
University of South Australia	Accounting for Decision-Makers	Leadership	Group based	1			1			
University of South Australia	Leadership Dynamics	Leadership	Group based	1				1		
VT Coach Pty Ltd	Group Coaching Session	Coaching	Group based	5				5		
VT Coach Pty Ltd	Executive Coaching Session	Coaching	One on one	5					5	
VT Coach Pty Ltd	Executive Coaching Session	Coaching	Group based	1					1	
VT Coach Pty Ltd	Executive Coaching Session	Coaching	Group based	1				1		
VT Coach Pty Ltd	Executive Coaching Session	Coaching	Group based	1				1		
VT Coach Pty Ltd	Executive Coaching Session	Coaching	Group based	1				1		

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Hours by Classification						Total Hours	Total Cost	Per hour or complete package
APS5	APS6	EL1	EL2	SES1	SES2			
2325.00	4200.00	1425.00	75.00			8025.00	\$387,716.19	Complete Package
			16.00			16.00	\$995.00	Complete Package
	75.00	127.50	450.00	22.50		675.00	\$74,760.00	Complete Package
			16.00			16.00	\$795.00	Complete Package
			147.00			147.00	\$51,700.00	Complete Package
					128.00	128.00	\$29,168.00	Complete Package
				3.75		3.75	\$85.00	Complete Package
				1.75		1.75	\$55.00	Complete Package
			8.00			8.00	\$2,530.00	Complete Package
			101.00			101.00	\$15,580.00	Complete Package
	16.00	25.00				41.00	\$6,200.00	Complete Package
		98.00	28.00			126.00	\$11,205.00	Complete Package
		14.00				14.00	\$1,245.00	Complete Package
		1.00				1.00	\$4,290.00	Complete Package
			7.50			7.50	\$885.00	Complete Package
			15.00			15.00	\$1,109.60	Complete Package
				30.00		30.00	\$7,177.00	Complete Package
					112.50	112.50	\$25,750.00	Complete Package
					30.00	30.00	\$8,350.00	Complete Package
				22.50		22.50	\$7,800	Complete package
		32.00				32.00	\$0	Complete package
				2.00		2.00	\$115	Complete package
		21.00				21.00	\$4,290	Complete package
		22.50				22.50	\$4,290	Complete package
			34.50			34.50	\$12,925	Complete package
			34.50			34.50	\$12,925	Complete package
			34.50			34.50	\$12,925	Complete package
				345.00		345.00	\$80,100.00	Complete Package
			150.00			150.00	\$41,436.00	Complete Package
			442.50			442.50	\$50,600	Complete package
				2.00		2.00	\$600.00	Complete Package
		2.00	58.00	46.00	50.50	156.50	\$52,663.00	Per hour
					6.00	6.00	\$2,100	Per hour
				3.00		3.00	\$1,050	Per hour
				5.00		5.00	\$1,750	Per hour
			2.00			2.00	\$700	Per hour
			6.00			6.00	\$2,100	Per hour
			1.00			1.00	\$350	Per hour
			3.00			3.00	\$1,050	Per hour
					5.00	5.00	\$1,750	Per hour
				5.00		5.00	\$1,750	Per hour
				2.00		2.00	\$700	Per hour
			2.00			2.00	\$700	Per hour
			3.00			3.00	\$1,050	Per hour

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Hours by Classification						Total Hours	Total Cost	Per hour or complete package
APS5	APS6	EL1	EL2	SES1	SES2			
					1.50	1.50	\$550.00	Per hour
		9.00				9.00	\$1,830.00	Complete Package
		4.00	3.00			7.00	\$1,050.00	Per hour
					8.00	8.00	\$5,704.72	Complete Package
		30.00				30.00	\$4,480.00	Complete Package
			32.00			32.00	\$4,480.00	Complete Package
	16.00					16.00	\$3,180.00	Complete Package
	21.00					21.00	\$1,625.00	Complete Package
			135.00	15.00		150.00	\$7,500.00	Complete Package
				45.00		45.00	\$5,170.00	Complete Package
	15.00	38.00				53.00	\$726.00	Complete Package
			9.50			9.50	\$4,950.00	Per hour
			1.00			1.00	\$550	Complete Package
					8.00	8.00	\$841.50	Complete Package
		100.00				100.00	\$7,500.00	Complete Package
				12.00		12.00	\$5,850.00	Per hour
			10.00			10.00	\$4,950.00	Per hour
				240.00		240.00	\$29,685.00	Complete Package
				37.00		37.00	\$10,486.76	Per hour
				5.75		5.75	\$1,668	Per hour
		12.00	4.00			16.00	\$480.00	Complete Package
			1.00			1.00	\$750	Per hour
			1.00			1.00	\$750	Per hour
			1.00			1.00	\$750	Per hour
				1.00		1.00	\$750	Per hour
				1.00		1.00	\$750	Per hour
					1.50	1.50	\$1,000	Per hour
					1.50	1.50	\$1,000	Per hour
					1.50	1.50	\$1,000	Per hour
			15.00	15.00	4.50	34.50	\$27,000.00	Per hour
	15.00	52.50	45.00	15.00	7.50	135.00	\$9,504.00	Complete Package
				72.00		72.00	\$11,218.18	Complete Package
		48.00				48.00	\$2,410.00	Complete Package
				1.00		1.00	\$300.00	Complete Package
		126.00	42.00			168.00	\$16,360.00	Complete Package
		108.00				108.00	\$500	Complete package
				6.00		6.00	\$2,514	Per hour
			30.00			30.00	\$12,842.80	Per hour
	4.00	4.00				8.00	\$180.00	Complete Package
					20.00	20.00	\$8,350.00	Complete Package
			236.00			236.00	\$23,508.32	Per hour
		120.00				120.00	\$2,750.00	Complete Package
			120.00			120.00	\$2,600.00	Complete Package
			15.00			15.00	\$3,660.00	Complete Package
				7.00		7.00	\$3,090.74	Per hour
				1.00		1.00	\$618	Per hour
			2.00			2.00	\$1,236	Complete package
			2.00			2.00	\$1,236	Complete package
			2.00			2.00	\$1,236	Complete package

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Question: 144

Division/Agency: People and Service Delivery Division

Topic: Staffing numbers and movements by programs

Proof Hansard page: Written

Senator COLBECK asked:

Please provide details of staffing numbers for all DAFF divisions and programs for the last 5 financial years.

Provide details of staff movements between programs for the last 5 financial years.

Answer:

Information on the 2008–09 and 2009–10 financial years are provided in the table below. The information outlining staffing changes for 2010–11 to 2012–13 year to date are provided in the departmental response to QON 1 from supplementary budget estimates – October 2012.

Division	2008–09 Headcount	2009–10 Headcount
ABARE	233	*
ABARES	*	276
Agricultural Productivity	92	126
Bureau of Rural Sciences	133	*
Climate Change	112	102
Sustainable Resource Management	157	141
Trade & Market Access	116	77
Executive	*	12
Corporate Finance	65	78
Corporate Policy Division	101	126
Corporate Services	297	244
Biosecurity Australia	132	*
Quarantine & Biosecurity	23	*
Animal	**	160
Food	**	134
Plant	**	192
Quarantine Operations	**	179
Regional & Business Services	**	115
Strategic Projects	**	50
Product Integrity, Animal and Plant Health	176	*

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Question: 144 (continued)

AQIS - ACT	555	*
AQIS – Far North Queensland	151	*
AQIS – New South Wales	968	*
AQIS – Northern Territory	76	*
AQIS – South Australia	198	*
AQIS – South Queensland	614	*
AQIS – Victoria-Tasmania	595	*
AQIS – Western Australia	356	*
Central East Region	**	962
North East Region	**	610
Northern Region	**	205
South East Region	**	608
South West Region	**	509
Total (head count)	5150	4906

* Functions transferred to new or existing divisions.

** Division had not yet been created.

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Question: 161

Division/Agency: People and Service Delivery Division

Topic: Cost of graduate recruitment

Proof Hansard page: Written

Senator COLBECK asked:

Response to QON 133 indicates the recruitment cost per graduate is over \$7,500.
How does this compare with general recruitment costs?

Answer:

It is not possible to meaningfully compare graduate recruitment costs with general recruitment costs.