

Senate Standing Committee on Economics

ANSWERS TO QUESTIONS ON NOTICE

Treasury Portfolio

Supplementary Budget Estimates

17 October – 18 October 2012

Question: SBT 1383-1385

Topic: Education Expenses (ACCC)

Written: Received from Committee - 26 October 2012

Senator BUSHBY asked:

1383. Has there been a change to the department/agency guidelines on study since the 2012-13 Budget Estimates (May 2012)? If yes, please provide details.
1384. For this financial year to date (26 October 2012), 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.
1385. 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:

1383. Yes. The ACCC has made the following changes to the studies assistance policy:
- limit of reimbursement from 100% to 75%
 - maximum reimbursement per calendar year from \$7 500 to \$6 000
 - timeframe for reimbursement from no time limit to within 4 weeks after receipt of course results with provision for exceptional circumstances.
1384. For the financial year to date (to 26 October 2012), the ACCC courses and tertiary study related to leadership/management, corporate/culture, ACCC business specific, graduate development, business, economics and law. The following tables provide a breakdown for each employment classification.

Tertiary Studies FYTD (to 26 October 2012)				
Classification	No. Participants	Total Cost \$	Cost per participant \$	Study Leave Granted
EL2	4	9 380	2 345	171.5 hrs

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EL1	7	13 116	1 874	343 hrs
APS6	16	41 594	2 600	705.5 hrs
APS5	6	8 280	1 380	43 hrs
APS4	2	5 529	2 765	79 hrs
APS3	0	0	0	0
APS2	1	2 120	2 120	10 hrs
Total	36	\$80 019	\$2 223	1 352 hrs

Graduate Development FYTD (to 26 October 2012)

Classification	No. Participants	Total Cost	Cost per participant	Study Leave Granted
APS3	32	\$78 306	\$2 447	Nil

Leadership / Management FYTD (to 26 October 2012)

Classification	No Participants	Cost	Cost per participant	Study Leave Granted
SES2	1	1 091	1 091	1 hr
SES1	5	5 045	1 009	22 hrs
EL2	7	6 950	993	8 hrs
EL1	27	26 246	972	701 hrs
APS6	13	5 477	421	185 hrs
APS5	18	10 256	570	332 hrs
APS4	6	2 870	478	75 hrs
APS3	2	1 115	557	38 hrs
Total	79	\$59 050	\$747	1 362 hrs

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Other education FYTD (to 26 October 2012)				
Classification	No. Participants	Cost	Cost per participant	Study Leave Granted
SES3	6	2 247	375	61 hrs
SES2	37	16 244	439	304 hrs
SES1	90	8 558	95	418 hrs
EL2	377	26 247	70	1 480 hrs
EL1	427	25 231	59	1 643 hrs
APS6	390	19 933	51	1 600 hrs
APS5	360	20 293	56	1 580 hrs
APS4	224	13 093	58	1 414 hrs
APS3	84	1 101	13	166 hrs
APS2	1	0	0	1 hr
Total	2 135	\$132 949	\$67	8 667 hrs

Reason for the study and how it is beneficial for the department/agency.

The ACCC invests in its human resources as this is a major contribution to the successful attainment of the organization's objectives. Benefits include:

- optimisation of human resources through better educated, technical and behavioral skilled employees at each level.
- knowledge is continuously enriched through both internal and external learning.
- further development and improvement of the organisational culture, adherence to APS vales, productivity and effectiveness.
- higher quality of work outcomes.
- a commitment to keeping employees on the cutting edge of knowledge and best practice.
- development of leadership skills, better attitudes, motivation, loyalty and other desirable attributes.
- Improvement of the work place health and safety of the organisation.
- development of more effective decision making and problem solving skills.

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- contributes to an Employee Value Proposition (EVP) that aids attraction and retention and further helps the ACCC achieve its objectives.

1385 For 2011-12, the ACCC courses and tertiary study related to leadership/management, corporate/culture, ACCC business specific, graduate development, business, economics and law. The following tables provide a breakdown for each employment classification.

Tertiary Studies 2011-12				
Classification	No. Participants	Cost	Cost per participant	Study Leave Granted
EL2	6	17 784	2 964	354.5 hrs
EL1	13	26 539	2 041	789.5 hrs
APS6	17	57 407	3 377	1 042 hrs
APS5	17	30 405	1 789	1 106.5 hrs
APS4	12	21 825	1 819	685 hrs
APS3	0	0	0	0
APS2	1	3 632	3 632	160 hrs
Total	66	\$157 592	\$2 388	4 137.5 hrs

Graduate Development 2011-12				
Classification	No. Participants	Total Cost	Cost per participant	Study Leave Granted
APS3	28	\$393 000	\$14 036	Nil

Leadership / Management 2011-12				
Classification	No. Participants	Cost	Cost per participant	Study Leave Granted
SES2	7	5 013	716	33 hrs
SES1	44	30 537	694	370 hrs
EL2	131	106 112	810	1666 hrs
EL1	91	53 338	586	1 065 hrs

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APS6	75	42 836	571	1 065 hrs
APS5	52	28 905	556	814 hrs
APS4	11	5 417	492	168 hrs
APS3	6	3 112	519	107 hrs
Total	417	\$274 818	\$659	5 288 hrs

Other education 2011-12				
Classification	No Participants	Cost	Cost per participant	Study Leave Granted
SES3	3	14 256	4,752	99 hrs
SES2	28	7 603	629	148 hrs
SES1	104	59 082	568	730 hrs
EL2	362	127 771	353	2 159 hrs
EL1	442	131 993	299	2 750 hrs
APS6	509	127 014	250	3 343 hrs
APS5	512	114 721	224	3 572 hrs
APS4	125	29 848	239	942 hrs
APS3	46	17 134	372	599 hrs
APS2	1	191	131	7 hrs
APS1	3	131	44	6 hrs
Total	2,135	\$639 744	\$300	14 355 hrs

Reason for the study and how it is beneficial for the department/agency:

See SBT 1384