

QUESTION TAKEN ON NOTICE

BUDGET ESTIMATES HEARING: 21-22 MAY 2012

IMMIGRATION AND CITIZENSHIP PORTFOLIO

(BE12/0146) Program: Internal Product

Senator Humphries asked:

Portfolio wide: Education expenses - 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 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:

Department of Immigration and Citizenship:

In the financial year to date (1 July 2011 to 22 May 2012), the department has expended a total of \$7,368,129 on staff development.

The table below provides information about courses delivered by the department under its Global Integrated Curriculum:

Staff development Financial year to date				
Type of course	No. of participants⁽¹⁾	Total cost⁽²⁾	Cost per participant	Approved Study Leave
Learning for new employees	908	Nil ⁽³⁾	Nil ⁽³⁾	Attendance during normal work hours
Core/foundation learning	40,481 ⁽⁴⁾	\$150,000	\$3.70	As above
Role-specific learning	6,197	\$4,338,026	\$700.00	As above
Leadership & management development	1,561	\$67,851	\$43.47	As above
Desktop applications	1,660	Nil ⁽³⁾	Nil ⁽³⁾	As above

Notes:

⁽¹⁾ Figures include online learning, i.e. courses available to all staff, at any time.

⁽²⁾ Expenditure may include travel and accommodation costs.

⁽³⁾ The cost is 'nil' as external services were not used to build or deliver these products.

⁽⁴⁾ Figure includes a number of mandatory online training courses.

Staff also participated in other learning and development activities, such as off the shelf training courses, conferences and tertiary studies. The department has expended a total of \$2,812,252 in the financial year to date on these activities.

Approved study leave of 2,571 days was granted for staff to participate in learning activities, lectures and exams. A breakdown of classifications accessing study leave is given below:

Classification	Number at each level
APS 2	3
APS 3	113
APS 4	174
APS 5	128
APS 6	376
EXEC 1	182
EXEC 2	49
LEGAL OFFICER	27
MEDICAL OFFICER 2	2
SECRETARY	1
SES BAND 1	1
SENIOR LEGAL OFFICER	10

The purpose of Studies Assistance is to support staff to pursue study that is valuable and relevant to the department and to the individual. It is an important component of the department’s commitment to “well trained and supported staff”.

Migration Review Tribunal and Refugee Review Tribunal:

Total number of staff who studied during the 2011-12 financial year and incurred education expenses were 17. See Table 1 below for further breakdown:

Table 1

Course	Reason	Classification	Reimbursed Amount	Study Leave (days)	Other Leave (hrs)	Total study leave
Government & Administrative Law Specialist Accreditation	Relevant to job	APS6	\$704.00	4	0	
Master of Business	Relevant to job	EL2	\$1,182.00	3	0	
Master of Business	Relevant to job	EL2	\$2,700.00	0	0	
Bachelor of Laws	Relevant to job	APS6	\$2,115.35	0	0	
Bachelor of Laws	Relevant to job	APS6	\$2,398.29	0	0	
Bachelor of Arts (Primary Education)	career development	APS6	\$200.00	5	2.1	
Arabic Language Course	career development	APS6	\$200.00	0	0	
Master of Social Development (Refugees and Forced Migration)	Relevant to job	APS6	\$530.40	0	0	
Master of Social Development (Refugees and Forced Migration)	Relevant to job	APS6	\$2,700.00	5	0	
Master of Social Development (Refugees and Forced Migration)	Relevant to job	APS6	\$559.00	0	0	
Graduate Diploma of Legal Practice	career development	APS6	\$1,260.00	5	0	
Bachelor of Arts	career development	APS5	\$1,360.00	5	0	
Master of International Crisis Management	Relevant to job	EL1	\$1,260.00	0	0	
Certificate IV in Project Management	career development	APS5	\$549.00	5	0	
Diploma of Management	career development	APS5	\$3,667.00	10	0	
Diploma in languages in European Studies	Relevant to job	APS4	\$200.00	5	2	
Certificate IV in Training and Assessment	Relevant to job	EL1	\$1,650.00	5	0	
PHD (Interdisciplinary program - Anthropology, Law and History)	Relevant to job	APS6	\$364.76	0	0	
Bachelor of Laws	career development	APS4	\$2,500.00	0	11.25	
Bachelor of Laws	career development	APS4	\$2,500.00	0	7.5	
Master of Politics & Policy	Relevant to job	APS4	\$1,595.93	5	0	
Master of Politics & Policy	Relevant to job	APS4	\$1,520.25	5	0	
Post Graduate Diploma - International Relations	Relevant to job	APS4	\$1,020.00	5	3	
Master of Arts in Development Studies	Relevant to job	APS6	\$1,000.00	5	0	
			\$33,735.98	72	25.85	97.85