

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

Question: 208

Division/Agency: People and Service Delivery Division

Topic: Staffing

Proof Hansard page: Written

Senator HEFFERNAN asked:

How many staff reductions/voluntary redundancies have occurred this financial year to date?
What was the reason for these reductions?

Were any of these reductions involuntary redundancies? If yes, provide details.

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

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

Are there any plans for involuntary redundancies? If yes, provide details.

Answer:

Department of Agriculture, Fisheries and Forestry (DAFF)

There have been 45 staff reductions/voluntary redundancies in the department during the period 1 July 2012 to 30 April 2013. Of these, 17 were due to reforms in meat export certification with the remaining 28 redundancies made as employees were excess to the requirements of the department.

There were no involuntary redundancies in the department during the period 1 July 2012 to 30 April 2013.

Staff reductions of more than 230 are expected during the 2013-14 financial year, in order to reach the revised average staffing level as outlined in the 2013-14 Portfolio Budget Statements and to take into account the recent government announcement reducing funding for Carbon Farming Futures. The department will also need to find efficiencies in the funding of executive and senior executive positions. These reductions will occur across a number of areas of the department, including cost recovered, policy and corporate areas and are not expected to affect service delivery as, in the first instance, administrative processes within these areas will be reviewed. A variety of strategies will be used to achieve these staff reductions including:

- through natural attrition and careful management of new recruitment
- by a reduction in the department's graduate intake for 2014
- by implementing business improvement through reform of our biosecurity system and risk based approach to intervention at the border
- by offering a number of voluntary redundancies.

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There are no plans for involuntary redundancies.

Australian Fisheries Management Authority (AFMA)

No staff reductions or voluntary redundancies occurred during the period 1 July 2012 to 30 April 2013.

No involuntary redundancies occurred during the period 1 July 2012 to 30 April 2013.

There are no plans for further staff reductions/voluntary redundancies.

There are no plans for involuntary redundancies.

Australian Pesticides and Veterinary Medicines Authority (APVMA)

No staff reductions or voluntary redundancies occurred during the period 1 July 2012 to 30 April 2013.

No involuntary redundancies occurred during the period 1 July 2012 to 30 April 2013.

There are no plans for further staff reductions/voluntary redundancies.

There are no plans for involuntary redundancies.

Cotton Research and Development Corporation (CRDC)

No staff reductions or voluntary redundancies occurred during the period 1 July 2012 to 30 April 2013.

No involuntary redundancies occurred during the period 1 July 2012 to 30 April 2013.

There are no plans for further staff reductions/voluntary redundancies.

There are no plans for involuntary redundancies.

Fisheries Research and Development Corporation (FRDC)

No staff reductions or voluntary redundancies occurred during the period 1 July 2012 to 30 April 2013.

No involuntary redundancies occurred during the period 1 July 2012 to 30 April 2013.

There are no plans for further staff reductions/voluntary redundancies.

There are no plans for involuntary redundancies.

Grains Research and Development Corporation (GRDC)

No staff reductions or voluntary redundancies occurred during the period 1 July 2012 to 30 April 2013.

No involuntary redundancies occurred during the period 1 July 2012 to 30 April 2013.

There are no plans for further staff reductions/voluntary redundancies.

There are no plans for involuntary redundancies.

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Question: 208 (continued)

Grape and Wine Research and Development Corporation (GWRDC)

No staff reductions or voluntary redundancies occurred during the period 1 July 2012 to 30 April 2013.

No involuntary redundancies occurred during the period 1 July 2012 to 30 April 2013.

There are no plans for further staff reductions/voluntary redundancies.

There are no plans for involuntary redundancies.

Rural Industries Research and Development Corporation (RIRDC)

There has been one voluntary redundancy during the period 1 July 2012 to 30 April 2013.

No involuntary redundancies occurred during the period 1 July 2012 to 30 April 2013.

There are no plans for further staff reductions/voluntary redundancies.

There are no plans for involuntary redundancies.

Sugar Research and Development Corporation (SRDC)

No staff reductions or voluntary redundancies occurred during the period 1 July 2012 to 30 April 2013.

No involuntary redundancies occurred during the period 1 July 2012 to 30 April 2013.

There are plans for future staff reductions/voluntary redundancies. SRDC will cease to exist after 30 September 2013. All staff will become redundant with the cessation of the organisation. There are currently eight staff members in total (with a full time equivalent of seven). Staff redundancies will be offered from July 2013.

A new Industry Owned Company, Sugar Research Australia, will undertake Sugar Research & Development Corporation activities from 1 July 2013. The operations of the SRDC will be wound up by 1 October 2013. To date, there is no definitive position on whether staff will be offered positions in the new organisation.

Staff details are as follows:

Classification	Number of Staff
EL2	1
EL1	4
APS6	1
APS5	1
SES1	1
Total	8

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Question: 208 (continued)

Wine Australia

No staff reductions or voluntary redundancies occurred during the period 1 July 2012 to 30 April 2013.

No involuntary redundancies occurred during the period 1 July 2012 to 30 April 2013.

Four staff were made redundant in the period 1 May 2013 to 30 June 2013. Due to financial constraints, Wine Australia is reducing their footprint in Ireland, Japan, Canada and the United States of America.

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Question: 209

Division/Agency: People and Service Delivery Division

Topic: Graduate Recruitment

Hansard Page: Written

Senator HEFFERNAN asked:

Provide an update on expenditure for 2014 Graduate Recruitment to date? Please itemise and detail costs.

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

Answer:

As at 30 April 2013, the following costs have been incurred for 2014 Graduate Recruitment:

Marketing and advertising

Careers fair registrations	\$6975.00
Advertising material (written and online)	\$48 620.58
Total	\$55 595.58

Recruitment costs for 1065 candidates (payment to external recruitment provider)
including development of project plan
managing candidate enquiries
short listing services

\$17 424.00

Travel costs associated with career fairs

Airfares	\$5227.65
Accommodation	\$358.00
Travel Allowance	\$408.70
Taxis	\$1208.11
Total	\$7202.46

Total costs **\$80 222.04**

No portfolio agencies have incurred expenditure for 2014 Graduate Recruitment to date.

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Question: 210

Division/Agency: People and Service Delivery Division

Topic: Education Expenses

Proof Hansard page: Written

Senator HEFFERNAN asked:

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

For this financial year to date, detail all education expenses (i.e. in house course 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:

The Department of Agriculture, Fisheries and Forestry's (DAFF) guidelines on study (Studybank) provide study assistance in the form of financial reimbursement of study costs (tuition fees and/or equipment) and/or study leave for employees wishing to undertake tertiary studies through an approved Australian tertiary institution. To be approved for study assistance the course applied for must be determined to be of benefit to an employee's current role or career development in DAFF and the broader Australian Public Service (APS). Studybank is not an automatic entitlement, but is granted at the discretion of the Studybank delegate. Applications are considered for approval by the delegate in accordance with the guidelines, and take into account the skill and capability needs of DAFF and the APS.

The courses have been divided into four types:

- a) *general management training* which benefits the DAFF or agency by enhancing core public service skills, business acumen and capability development against the Integrated Leadership System
- b) *technical training* which benefits DAFF or agency by enhancing technical skills in a particular field of expertise.
- c) *Studybank* which benefits the DAFF by providing assistance to undertake courses which are determined to be of direct or indirect benefit to an employee's current role or career development in DAFF and the broader APS
- d) *e-learning training* which is internally developed and delivered to staff with no associated employee costs. The department has reported completion of 1237 instances of internally developed e-learning training. This training involved a total of 33 different courses that were completed by 651 DAFF employees. No employee costs were associated with this training.

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Question: 210 (continued)

The following table reflects expenditure on general management and technical training for the period 1 July 2012 to 30 April 2013 for DAFF and portfolio agencies.

AGENCY	<i>General Management</i>			<i>Technical Training</i>		
	Number	Cost pp*	Total cost	Number	Cost pp*	Total cost
DAFF	6 488	\$233.40	\$1 514 251.82	6 148	\$119.77	\$736 294.31
Australian Fisheries Management Authority (AFMA)	524	\$412.59	\$216 198.12	200	\$916.74	\$183 348.83
Australian Pesticides & Veterinary Medicines Authority (APVMA)	70	\$649.77	\$45 484.36	76	\$442.42	\$33 623.82
Cotton Research & Development Corporation (CRDC)	11	\$394.64	\$4 341.00	1	\$850.00	\$850.00
Fisheries Research & Development Corporation (FRDC)	5	\$1 122.55	\$5 612.75	2	\$656.86	\$1 313.71
Grains Research & Development Corporation (GRDC)	268	\$487.21	\$130 571.31	16	\$1 258.81	\$20 141.00
Grape & Wine Research & Development Corporation (GWRDC)	4	\$437.25	\$1 749.00	3	\$816.67	\$2 450.00
Rural Industries Research & Development Corporation (RIRDC)	7	\$809.71	\$5 668.00	37	\$558.22	\$20 654.32
Sugar Research & Development Corporation (SRDC)	16	\$1 816.37	\$29 062.00	2	\$5 200.00	\$10 400.00
Wine Australia (WA)	10	\$722.20	\$7 222.00	4	\$1 424.70	\$5 698.81
Total **	7 403		\$1 960 160.36	6 489		\$1 014 774.80

***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 235, and Study bank costs (which is provided below).

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Question: 210 (continued)

A summary of Studybank participation for the period 1 July 2012 to 30 April 2013 for DAFF and its portfolio agencies appears below.

Employee Classification	Number of participants by classification	Number of hours by classification	Total cost by classification
DAFF - APS2	1	65.00	0.00
DAFF - APS3	9	328.75	\$8 395.00
DAFF - APS4	23	1 180.50	\$43 324.75
DAFF - APS5	56	3 689.50	\$150 787.80
DAFF - APS6	55	2 706.00	\$90 000.27
DAFF - EL1	45	2 296.80	\$104 223.28
DAFF - EL2	19	962.45	\$58 867.90
DAFF Total	208	11 229.0	\$455 599.00
AFMA - APS4	8	480.00	\$16 870.85
AFMA - APS5	3	175.00	\$1 091.95
AFMA - APS6	15	695.00	\$25 968.45
AFMA - EL1	4	37.50	\$13 938.80
AFMA Total	30	1 387.50	\$57 870.05
APVMA - APS5	3	163.50	\$4 468.80
APVMA - APS6	3	81.00	\$5 317.00
APVMA - EL1	3	117.00	\$8 780.37
APVMA Total	9	361.50	\$18 566.17
CRDC - APS2	1	15.00	\$1 060.00
CRDC - SES	1	37.50	\$3 172.99
CRDC Total	2	52.50	\$4 232.99
FRDC - EL1	1	21.00	0
FRDC Total	1	21.00	\$0.00
GRDC - APS6	1	15.00	0.00
GRDC Total	1	15.00	\$0.00
GWRDC - APS6	1	45.00	0.00
GWRDC Total	1	45.00	\$0.00
RIRDC - SES1	1	7.50	\$6 000.00
RIRDC Total	1	7.50	\$6 000.00
SRDC - EL1	2	15.00	0.00
SRDC Total	2	15.00	\$0.00
WA - APS6	2	8.00	\$919.00
WA - EL1	3	94.50	\$2 228.78
WA Total	5	102.00	\$3 147.78

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Question: 210 (continued)

Attachment A lists the type of course, number of participants for each course, number of study leave hours per participant, and the cost per participant by classification during the period 1 July 2012 to 30 April 2013.

Details of approved study and cost - 1 July 2012 to 30 April 2013 ATTACHMENT A

Period	Agency	Type of course	Number of participants by course	Employee classification		Study leave granted in hours	Cost per participants by classification	Total cost
				Classification	Number			
S E M E S T E R 2 2 0 1 2	APVMA	Graduate Certificate in Veterinary Public Health Management	1	EL1	1	27	\$3,828.62	\$3,828.62
	APVMA	Bachelor of Equine Science	1	APS6	1	27	\$2,014.00	\$2,014.00
	APVMA	Financial Reporting	1	APS6	1	27	\$815.00	\$815.00
	APVMA	Master of Project Management	1	EL1	1	45	\$3,011.75	\$3,011.75
	APVMA	Advanced Diploma - Accounting	1	APS5	1	45	\$118.90	\$118.90
	AFMA	Bachelor of Environmental Science	1	APS6	1	60	\$1,832.00	\$1,832.00
	AFMA	Master of Professional Accounting	1	APS6	1	35	\$0.00	\$0.00
	AFMA	Masters of Law	1	EL1	1	22.5	\$3,825.00	\$3,825.00
	AFMA	Masters of Public Administration	1	EL1	1	15	\$2,483.80	\$2,483.80
	AFMA	Master of Diplomacy and Trade	1	APS4	1	60	\$4,408.15	\$4,408.15
	AFMA	Certificate IV in Information Technology	1	APS5	1	60	\$587.95	\$587.95
	AFMA	Certified Practising Accountant	1	APS6	1	30	\$611.25	\$611.25
	AFMA	Master of Project Management	1	APS6	1	60	\$2,925.00	\$2,925.00
	AFMA	Diploma of Business and Diploma of Management	1	APS4	1	112.5	\$0.00	\$0.00
	AFMA	Law of the Sea and Marine Species	1	APS6	1	45	\$3,460.00	\$3,460.00
	WA	Toastmasters	1	APS6	1	0	\$44.00	\$44.00
	WA	Graduate Diploma in Applied Finance	1	APS6	1	8	\$875.00	\$875.00
	WA	Bachelor of Law and Legal Practice	1	EL1	1	24	\$1,093.07	\$1,093.07
	WA	Bachelor of Laws and Legal Practice	1	EL1	1	6.5	\$1,135.72	\$1,135.72
	DAFF	Bachelor of Agriculture & Land Management	1	APS3	1	65	\$0.00	\$0.00

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Period	Agency	Type of course	Number of participants by course	Employee classification		Study leave granted in hours	Cost per participants by classification	Total cost
				Classification	Number			
S E M E S T E R 2 2 0 1 2	DAFF	Bachelor of Arts	2	APS3	1	44.25	\$0.00	\$635.40
				EL1	1	64	\$635.40	
	DAFF	Bachelor of Business	5	APS4	1	121	\$4,000.00	\$5,250.00
				APS5	2	87	\$0.00	
				APS6	2	86	\$1,250.00	
	DAFF	Bachelor of Business/Bachelor of Arts	2	APS3	1	36	\$0.00	\$0.00
				APS6	1	36	\$0.00	
	DAFF	Bachelor of Commerce	3	APS5	1	98.5	\$2 500.00	\$5,200.00
				APS6	1	34	\$0.00	
				EL1	1	78	\$2 700.00	
	DAFF	Bachelor of Economics	1	EL1	1	71.5	\$3 111.75	\$3,111.75
	DAFF	Bachelor of Management	3	APS6	3	178.75	\$2 387.85	\$2,387.85
	DAFF	Bachelor of Public Health	1	EL1	1	104	\$1,131.25	\$1,131.25
	DAFF	Bachelor of Public Relations	1	APS6	1	79.5	\$2 127.90	\$2,127.90
	DAFF	Bachelor of Science	4	APS4	1	92.25	\$583.50	\$5,016.15
				APS5	2	88.75	\$3,731.50	
				EL1	1	52	\$701.15	
	DAFF	Bachelor of Wine Science	1	APS6	1	36	\$282.00	\$282.00
	DAFF	Business and Economic Forecasting	1	EL2	1	63.5	\$3,296.00	\$3,296.00
	DAFF	Certificate IV in Accounting	2	APS6	2	191	\$2,860.00	\$2,860.00
DAFF	Certificate IV in Government	1	EL1	1	78	\$0.00	\$0.00	
DAFF	Certified Practising Accountant	2	APS6	1	12.5	\$815.00	\$1,630.00	
			EL2	1	11.45	\$815.00		
DAFF	Chartered Account	1	APS5	1	22.5	\$1,909.00	\$1,909.00	
DAFF	Diploma of Animal Technology	1	APS5	1	66	\$0.00	\$0.00	
DAFF	Diploma of Aquaculture	1	APS5	1	62	\$251.00	\$251.00	
DAFF	Diploma of Human Resources Management	1	APS5	1	24	\$518.00	\$518.00	
DAFF	Diploma of Management	1	APS6	1	80	\$50.00	\$50.00	
DAFF	Diploma of Professional Accounting	1	EL1	1	72.3	\$4,365.75	\$4,365.75	

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Period	Agency	Type of course	Number of participants by course	Employee classification		Study leave granted in hours	Cost per participants by classification	Total cost
				Classification	Number			
S E M E S T E R 2 2 0 1 2	DAFF	Diploma of Project Management	1	EL1	1	41	\$500.00	\$500.00
	DAFF	Diploma of Government	1	EL2	1	39.5	\$800.00	\$800.00
	DAFF	Doctor of Philosophy	1	APS6	1	12	\$0.00	\$0.00
	DAFF	Graduate Certificate in Applied Science	1	APS4	1	39	\$1,006.00	\$1,006.00
	DAFF	Graduate Certificate in Plant Biosecurity	3	APS3	1	48	\$2,778.00	\$7,968.00
				APS6	1	39	\$2,595.00	
				EL1	1	36	\$2,595.00	
	DAFF	Graduate Certificate in Professional Accounting	1	EL2	1	104	\$8,000.00	\$8,000.00
	DAFF	Graduate Diploma in Business	1	EL1	1	45	\$2,673.64	\$2,673.64
	DAFF	Graduate Diploma in Information Technology	1	EL1	1	52	\$3,152.00	\$3,152.00
	DAFF	Graduate Diploma in International Affairs	2	APS6	1	41	\$0.00	\$3,825.00
				EL1	1	0	\$3,825.00	
	DAFF	Graduate Diploma in Legal Practice	1	EL1	1	3	\$4,500.00	\$4,500.00
	DAFF	Graduate Diploma in Plant Biosecurity	1	APS5	1	45	\$2,595.00	\$2,595.00
	DAFF	Graduate Diploma in Statistics	1	EL1	1	68	\$1,629.38	\$1,629.38
	DAFF	Juris (JD) Program	1	EL2	1	55	\$2,381.90	\$2,381.90
	DAFF	Masters of Agricultural Business Management	1	EL1	1	45	\$808.00	\$808.00
	DAFF	Masters of Asia-Pacific Studies	1	APS6	1	75	\$0.00	\$0.00
	DAFF	Masters of Biostatistics	1	APS6	1	33	\$0.00	\$0.00
	DAFF	Masters of Business Administration	6	APS6	1	45	\$1,626.00	\$16,219.08
EL1				4	120	\$9,093.08		
EL2				1	0	\$5,500.00		
DAFF	Masters of Business Informatics	1	APS6	1	45	\$0.00	\$0.00	
DAFF	Masters of Climate Change	1	APS6	1	54	\$3,405.75	\$3,405.75	
DAFF	Masters of Communication	1	APS5	1	54	\$1,090.00	\$1,090.00	

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Period	Agency	Type of course	Number of participants by course	Employee classification		Study leave granted in hours	Cost per participants by classification	Total cost
				Classification	Number			
S E M E S T E R 2 2 0 1 2	DAFF	Masters of Environmental Management	4	APS6	3	226.25	\$8,757.75	\$15,261.75
				EL1	1	42.25	\$6,504.00	
	DAFF	Masters of Environmental Science	1	EL1	1	72.5	\$2,711.75	\$2,711.75
	DAFF	Masters of Financial Management	1	APS5	1	45	\$3,066.00	\$3,066.00
	DAFF	Masters of International and Community Development	1	EL1	1	42	\$1,750.00	\$1,750.00
	DAFF	Masters of International and Development Economics	7	APS5	4	295.5	\$22,308.30	\$32,159.00
				APS6	2	147.25	\$6,378.70	
				EL1	1	51.75	\$3,472.00	
	DAFF	Masters of International Trade and Economic Relations	1	APS5	1	50.5	\$3,570.00	\$3,570.00
	DAFF	Masters of Plant Biosecurity	1	APS5	1	51	\$2,595.00	\$2,595.00
	DAFF	Masters of Public Administration	2	APS5	1	84	\$2,295.72	\$7,222.47
				EL1	1	37.5	\$4,926.75	
	DAFF	Masters of Public Policy	1	APS5	1	48	\$1,658.87	\$1,658.87
	DAFF	Masters of Teaching	1	APS6	1	23.5	\$0.00	\$0.00
	DAFF	Masters of Veterinary Studies	4	APS6	3	114	\$14,558.62	\$21,146.62
				EL2	1	107	\$6,588.00	
	DAFF	Masters of Wine Business	1	APS5	1	158	\$2,634.62	\$2,634.62
	DAFF	PhD in Economics	1	APS5	1	91.25	\$465.75	\$465.75
	DAFF	PhD in Veterinary Science	1	EL2	1	60	\$0.00	\$0.00
	DAFF	PhD Science	1	EL1	1	78	\$0.00	\$0.00
DAFF	PhD Thesis	1	APS5	1	108	\$0.00	\$0.00	
DAFF	Post Graduate in Plant Biosecurity	3	APS3	1	22.5	\$2,595.00	\$7,817.50	
			APS4	2	34	\$5,222.50		
DAFF	Social Network Analysis	1	APS5	1	40	\$0.00	\$0.00	

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				Classification	Number			
S E M E S T E R 1 2 0 1 3	APVMA	Certificate IV in Government (Statutory Compliance and Investigation)	1	APS5	1	73.5	\$3,500.00	\$3,500.00
	AFMA	Bachelor of Environmental Science	1	APS6	1	67.5	\$1,658.50	\$1,658.50
	AFMA	Master of Laws	1	EL1	1	0	\$3,542.50	\$3,542.50
	AFMA	Master of Diplomacy and Trade	1	APS4	1	60	\$3,934.45	\$3,934.45
	AFMA	Certificate IV Information Technology	1	APS5	1	57.5	\$234.00	\$234.00
	AFMA	Post Graduate Certificate in Maritime Safety	1	APS6	1	30	\$1,399.45	\$1,399.45
	AFMA	Chartered Practicing Accountant	1	APS6	1	30	\$552.50	\$552.50
	AFMA	Master of Project Management	1	APS6	1	30	\$1,267.50	\$1,267.50
	AFMA	Diploma in Business/Management	1	APS4	1	75	\$0.00	\$0.00
	AFMA	Masters of Public and International Law	1	APS6	1	75	\$3,130.00	\$3,130.00
	AFMA	Professional Short Course Fisheries Management	1	APS4	1	37.5	\$1,997.50	\$1,997.50
	AFMA	Masters of Applied Science (Marine Environment) with Honours	1	APS 4	1	0	\$1,000.00	\$1,000.00
	APVMA	Advance Diploma in Accounting	1	APS 5	1	45	\$850.00	\$850.00
	APVMA	Master of Project Management	1	EL 1	1	45	\$2,488.00	\$2,488.00
	APVMA	Bachelor of Equine Science	1	APS 6	1	45	\$1,940.00	\$1,940.00
	WA	Bachelor of Laws & Legal Practice	1	EL1	1	64	\$0.00	\$0.00
	CRDC	Bachelor of Commerce	1	APS2	1	15	\$1,060.00	\$1,060.00
	CRDC	Australian Rural Leadership Scholarship	1	SES	1	37.5	\$3,172.99	\$3,172.99

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				Classification	Number			
SEMESTER 1 2013	GRDC	Master of Viticulture and Oenology	1	APS6	1	15	\$0.00	\$0.00
	GWRDC	National Climate Change Adaption	1	APS6	1	45	\$0.00	\$0.00
	RIRDC	Executive MBA	1	SES1	1	7.5	\$6,000.00	\$6,000.00
	SRDC	Master of Research Management and Commercialisation	1	EL1	1	7.5	\$0.00	\$0.00
	SRDC	Executive Master of Business Administration	1	EL1	1	7.5	\$0.00	\$0.00
	FRDC	Digital Photography Course	1	EL1	1	21	\$595.00	\$595.00
	DAFF	Bachelor of Agriculture and Land Management	1	APS2	1	65	\$0.00	\$0.00
	DAFF	Bachelor of Arts	1	EL1	1	116	\$1,466.00	\$1,466.00
	DAFF	Bachelor of Arts in Architecture	1	APS6	1	98	\$0.00	\$0.00
	DAFF	Bachelor of Arts in Chinese Language and Linguistics	1	APS3	1	58.5	\$0.00	\$0.00
	DAFF	Bachelor of Business	1	APS4	1	40	\$0.00	\$0.00
	DAFF	Bachelor of Business Administration	2	APS5	1	112.5	\$0.00	\$1,250.00
				APS6	1	45	\$1,250.00	
	DAFF	Bachelor of Business Management	1	APS4	1	40	\$0.00	\$0.00
	DAFF	Bachelor of Commerce	2	APS5	1	92	\$3,000.00	\$3,000.00
				APS6	1	19.5	\$0.00	
	DAFF	Bachelor of Communication and Media Studies	1	APS6	1	75	\$0.00	\$0.00
	DAFF	Bachelor of Communication in Public Relations	1	APS6	1	142.25	\$2,745.45	\$2,745.45
	DAFF	Bachelor of Interdisciplinary Studies (Sustainability)	1	EL2	1	70	\$2,517.25	\$2,517.25
	DAFF	Bachelor of Law	1	EL1	1	47	\$2,448.00	\$2,448.00
DAFF	Bachelor of Laws	1	APS4	1	36	\$0.00	\$0.00	
DAFF	Bachelor of Management	1	APS6	1	19.25	\$0.00	\$0.00	

Details of approved study and cost - 1 July 2012 to 30 April 2013

ATTACHMENT A

Period	Agency	Type of course	Number of participants by course	Employee classification		Study leave granted in hours	Cost per participants by classification	Total cost
				Classification	Number			
S E M E S T E R 1 2 0 1 3	DAFF	Bachelor of Science	1	APS4	1	92.75	\$1,008.75	\$1,008.75
	DAFF	Certificate IV in Human Resource	1	APS4	1	0	\$1,763.00	\$1,763.00
	DAFF	Certificate IV in Professional Communication Certificate IV in Venues and Events	1	APS5	1	46.5	\$490.20	\$490.20
	DAFF	Diploma in Management	1	APS5	1	80	\$0.00	\$0.00
	DAFF	Diploma in Project Management	1	APS6	1	0	\$1,000.00	\$1,000.00
	DAFF	Diploma in Seafood Industry	1	APS5	1	62	\$654.00	\$654.00
	DAFF	Doctor of Philosophy (Economics)	1	APS5	1	106.25	\$465.75	\$465.75
	DAFF	Doctor of Philosophy (Science)	1	EL1	1	36	\$0.00	\$0.00
	DAFF	Executive Certificate in Business Management	1	EL1	1	44	\$1,488.75	\$1,488.75
	DAFF	Graduate Certificate in Plant Biosecurity	4	APS4	2	126	\$5,222.50	\$7,785.00
				APS5	2	78	\$2,562.50	
	DAFF	Graduate Certificate in Statistics	1	APS4	1	67	\$3,682.00	\$3,682.00
	DAFF	Graduate Diploma in Business	1	EL1	1	45	\$2,770.00	\$2,770.00
	DAFF	Graduate Diploma in International Affairs	3	EL1	3	151.25	\$3,775.00	\$3,775.00
	DAFF	Graduate Diploma in Legal Practice	2	EL2	2	78	\$5,462.00	\$5,462.00
	DAFF	Graduate Diploma in Psychology	1	EL2	1	65	\$0.00	\$0.00
	DAFF	Graduate Diploma in Veterinary Epidemiology and Public Health	2	APS6	1	35	\$2,400.00	\$5,250.00
				EL1	1	100	\$2,850.00	
	DAFF	Graduate Diploma of Chartered Accounting	1	APS4	1	12	\$1,943.00	\$1,943.00
	DAFF	Master of Applied Economics	2	APS5	1	86.5	\$4,010.25	\$7,436.75
	EL1			1	85	\$3,426.50		

Details of approved study and cost - 1 July 2012 to 30 April 2013 ATTACHMENT A

Period	Agency	Type of course	Number of participants by course	Employee classification		Study leave granted in hours	Cost per participants by classification	Total cost
				Classification	Number			
S E M E S T E R 1 2 0 1 3	DAFF	Master of Business Administration	6	APS5	2	110	\$6,863.34	\$20,600.72
				APS6	1	56	\$1,579.13	
				EL1	2	15.5	\$6,158.25	
				EL2	1	0	\$6,000.00	
	DAFF	Master of Business Informatics	1	APS5	1	55	\$0.00	\$0.00
	DAFF	Master of Environment	1	EL1	1	67.5	\$2,846.25	\$2,846.25
	DAFF	Master of Environmental and Resource Economics	2	APS6	2	145.5	\$8,032.75	\$8,032.75
	DAFF	Master of Environmental Law	1	APS6	1	18	\$2,676.00	\$2,676.00
	DAFF	Master of Environmental Management and Development	2	APS5	1	72.5	\$6,896.25	\$9,704.25
				EL1	1	29.25	\$2,808.00	
	DAFF	Master of Financial Management	1	APS5	1	90.5	\$6,480.00	\$6,480.00
	DAFF	Master of Government and Commercial Law	1	APS6	1	92	\$0.00	\$0.00
	DAFF	Master of International and Development Economics	5	APS5	5	441.75	\$27,530.75	\$27,530.75
	DAFF	Master of International Trade and Economic Relations	1	EL1	1	70.5	\$3,570.25	\$3,570.25
	DAFF	Master of Nutrition and Dietetics	1	EL1	1	61.5	\$572.63	\$572.63
	DAFF	Master of Plant Biosecurity	1	EL2	1	54	\$3,775.00	\$3,775.00
	DAFF	Master of Public Administration	1	APS6	1	0	\$2,328.50	\$2,328.50
	DAFF	Master of Public Policy	1	APS5	1	52	\$3,448.00	\$3,448.00
	DAFF	Master of Social Science	1	APS3	1	32	\$0.00	\$0.00
	DAFF	Master of Veterinary Studies in Veterinary Surveillance	1	APS6	1	15	\$3,980.00	\$3,980.00
DAFF	Post Graduate Certificate in Plant Biosecurity	1	APS4	1	51	\$5,222.50	\$5,222.50	

Details of approved study and cost - 1 July 2012 to 30 April 2013 ATTACHMENT A

Period	Agency	Type of course	Number of participants by course	Employee classification		Study leave granted in hours	Cost per participants by classification	Total cost
				Classification	Number			
S E M E S T E R 1 2 0 1 3	DAFF	Bachelor of Adult, Workplace and Vocational Learning	1	APS6	1	51	\$659.70	\$659.70
	DAFF	Bachelor of Arts in Architecture	1	APS6	1	98	\$0.00	\$0.00
	DAFF	Bachelor of Wine Science	1	APS6	1	6	\$1,224.00	\$1,224.00
	DAFF	Diploma of Project Management	1	APS4	1	0	\$846.00	\$846.00
	DAFF	Frontline Management - Certificate IV	1	APS3	1	0	\$427.00	\$427.00
	DAFF	Graduate Certificate of Applied Science	1	APS4	1	51	\$1,240.00	\$1,240.00
	DAFF	Graduate Diploma of Plant Biosecurity	1	APS5	1	45	\$2,595.00	\$2,595.00
	DAFF	Graduate Diploma of Veterinary Public Health Management	1	EL2	1	24	\$2,118.00	\$2,118.00
	DAFF	Juris Doctor	1	APS6	1	42	\$1,250.80	\$1,250.80
	DAFF	Master of Animal Science	1	EL2	1	94.5	\$1,054.00	\$1,054.00
	DAFF	Master of Biostatistics	1	APS6	1	27	\$0.00	\$0.00
	DAFF	Master of Environmental Law	1	APS6	1	19.75	\$0.00	\$0.00
	DAFF	Master of Environmental Management	3	APS4	1	145	\$6,395.00	\$9,787.00
				APS5	1	42	\$2,078.00	
				APS6	1	0	\$1,314.00	
	DAFF	Master of Information Systems	1	APS5	1	38	\$0.00	\$0.00
	DAFF	Master of International and Community Development	1	EL1	1	42	\$2,154.00	\$2,154.00
	DAFF	Master of International Law	1	APS4	1	45	\$0.00	\$0.00
	DAFF	Master of Public Administration	1	APS5	1	45	\$0.00	\$0.00
	DAFF	Master of Public Policy	3	APS5	1	37.5	\$1,213.00	\$11,675.00
	APS6			1	37.5	\$6,828.00		
	EL2			1	35	\$3,634.00		
DAFF	Master of Teaching	1	APS6	1	27.5	\$0.00	\$0.00	

Details of approved study and cost - 1 July 2012 to 30 April 2013

ATTACHMENT A

Period	Agency	Type of course	Number of participants by course	Employee classification		Study leave granted in hours	Cost per participants by classification	Total cost
				Classification	Number			
S E M E S T E R 1 2 0 1 3	DAFF	Master of Technology and Innovation Management	1	APS5	1	60.5	\$6,320.00	\$6,320.00
	DAFF	Master of Veterinary Public Health Management	1	APS6	1	48	\$5,637.37	\$5,637.37
	DAFF	Master of Veterinary Studies in Conservation Medicine	1	EL2	1	40	\$5,468.10	\$5,468.10
	DAFF	Master of International Trade & Economic Relations	1	APS5	1	99	\$6,548.25	\$6,548.25
	DAFF	Master of International and Development Economics	1	APS5	1	99	\$8,061.75	\$8,061.75
	DAFF	Graduate Diploma in Arts	1	APS4	1	120	\$0.00	\$0.00
	DAFF	Graduate Certificate of Plant Biosecurity	5	APS3	1	22.5	\$2,595.00	\$13,209.00
				APS4	3	68.5	\$5,190.00	
				APS5	1	48	\$5,424.00	
	DAFF	Graduate Diploma of Information Technology	1	EL1	1	52	\$3,468.00	\$3,468.00
	DAFF	Graduate Certificate of Psychology of Coaching	1	EL1	1	43	\$60.00	\$3,060.00
	DAFF	Graduate Diploma of Environmental Health	1	APS5	1	45	\$1,045.00	\$1,045.00
	DAFF	Master of Plant Biosecurity	1	APS5	1	51	\$2,595.00	\$2,595.00
	DAFF	Graduate Diploma of Legal Practice	1	EL2	1	61.5	\$1,458.65	\$1,458.65
	DAFF	Bachelor of Health Science	1	APS5	1	75	\$1,318.00	\$1,318.00
DAFF	Master of Graduate Studies Select	1	EL1	1	37.5	\$1,707.00	\$1,707.00	

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

Question: 211

Division/Agency: People and Service Delivery Division
Topic: Executive Coaching and Leadership Training
Proof Hansard page: Written

Senator HEFFERNAN asked:

In relation to executive coaching and/or other leadership training services purchased by each 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

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Agriculture, Fisheries and Forestry

Question: 211 (continued)

Answer:

1. The total spending on all executive coaching and leadership training for the period 1 July 2012 – 30 April 2013 was \$542 740.59. The following table reflects the breakdown of DAFF and portfolio agencies.

Agency	Expenditure
DAFF	\$402 079.59
Australian Fisheries Management Authority (AFMA)	\$30 361.00
Australian Pesticides & Veterinary Medicines Authority (APVMA)	\$9 300.00
Cotton Research & Development Corporation (CRDC)	0
Fisheries Research & Development Corporation (FRDC)	0
Grains Research & Development Corporation (GRDC)	\$65 390.00
Grape & Wine Research & Development Corporation (GWRDC)	0
Rural Industries Research & Development Corporation (RIRDC)	\$22 740.00
Sugar Research & Development Corporation (SRDC)	\$12 870.00
Wine Australia (WA)	0

Note: The Wheat Export Authority (WEA) was abolished on 31 December 2012; expenditure for WEA is not included in this report.

2. The total number of employees who were eligible for consideration for executive coaching and leadership training was 3040. 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. The following table reflects the breakdown of DAFF and portfolio agencies.

Agency	APS5	APS6	EL1	EL2	SESB1	SESB2	SESB3	Total offered
DAFF	719	842	660	462	80	21	4	2 788
AFMA	9	72	35	16	3	1	0	136
APVMA	0	0	37	26	5	0	0	68
CRDC	0	0	0	0	0	0	0	0
FRDC	0	0	0	0	0	0	0	0
GRDC	0	0	0	12	7	0	0	19
GWRDC	0	0	0	0	0	0	0	0
RIRDC	6	2	3	9	2	1	0	23
SRDC	0	0	4	1	1	0	0	6
WA	0	0	0	0	0	0	0	0

Rural and Regional Affairs and Transport Committee

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Agriculture, Fisheries and Forestry

Question: 211 (continued)

3. 195 employees utilised these services. The following table represents the number of employees who utilised these services by employment classification:

Agency	APS5	APS6	EL1	EL2	SESB1	SESB2	SESB3	Total
DAFF	22	29	19	42	33	25	0	170
AFMA	1	3	3	1	0	0	0	8
APVMA	0	0	1	2	0	0	0	3
CRDC	0	0	0	0	0	0	0	0
FRDC	0	0	0	0	0	0	0	0
GRDC	0	0	3	4	2	0	0	9
GWRDC	0	0	0	0	0	0	0	0
RIRDC	0	0	0	3	1	0	0	4
SRDC	0	0	0	0	1	0	0	1
WA	0	0	0	0	0	0	0	0

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

- Australia and New Zealand School of Government
- Australian Institute of Company Directors
- Australian Institute of Management
- Australian Public Service Commission
- Australian Rural Leadership Foundation
- Bull & Bear Special Assignments Pty Ltd
- CA Mauk & Associates
- Centre for Public Management
- Cranlana
- Exceptional People
- Executive Coaching Services
- Focus Training Solutions Pty Ltd
- Focusworks
- Jeff Whalan Learning Group
- JennGen Consulting Pty Ltd
- Mindscious Group
- Mt Eliza Business School
- Neuroleadership Group
- People & Strategy
- SHL Pty Ltd
- Strike Zone
- University of NSW
- VT Coach Pty Ltd
- Women and Leadership Australia
- Yellow Edge

Rural and Regional Affairs and Transport Committee
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Budget Estimates May 2013
Agriculture, Fisheries and Forestry

Question: 211 (continued)

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

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

- Australian Institute of Management, Canberra ACT
- Australian Public Service Commission, Woden, ACT
- Crowne Plaza, Coogee, NSW
- YellowEdge, Barton, ACT
- Old Parliament House, Canberra, ACT
- National Gallery of Australia, Parkes, ACT
- Australian War Memorial, Campbell, ACT
- Peppers Manor House, Sutton Forrest, NSW
- LAFIA - Papua New Guinea, Solomon Islands and Tonga
- Tuggeranong Homestead, Richardson, ACT
- Hotel Realm, Barton, ACT
- Captains Retreat Bed & Breakfast, Williamstown, VIC
- Mocha Cafe, Canberra City, ACT
- Mt Eliza Business School, VIC
- Royal on the Park, Brisbane, QLD
- University of New South Wales, NSW
- Federal Golf Club, Red Hill, ACT
- Forrest Inn Hotel, Forrest, ACT
- Macquarie Graduate School of Management, Sydney, NSW
- Hyatt Hotel, Canberra, ACT
- Shanghai, China
- Namadgi National Park, ACT
- Novotel North Beach, Wollongong, NSW
- Lake Crackenback Resort, Jindabyne, NSW
- Briars Country Lodge, Bowral, NSW
- Australian Institute of Management, Canberra, ACT
- Adina Hotel, Sydney, NSW
- Hellenic Club, Woden, ACT

ii. One employee took part on each occasion.

Rural and Regional Affairs and Transport Committee

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Agriculture, Fisheries and Forestry

Question: 211 (continued)

- iii. The total number of hours involved for employees who took part in training at an external location was 5302.25 hours. The following table reflects the breakdown by employment classification:

Agency	APS5	APS6	EL1	EL2	SESB1	SESB2	SESB3	Total
DAFF	525	1099	529.5	384	137.5	463.25	0	3 138.25
AFMA	15	45	75	22.5	0	0	0	157.50
APVMA	0	0	24	48	0	0	0	72
CRDC	0	0	0	0	0	0	0	0
FRDC	0	0	0	0	0	0	0	0
GRDC	0	0	120	140	14	0	0	274
GWRDC	0	0	0	0	0	0	0	0
RIRDC	0	0	0	112.5	1 518	0	0	1 630.5
SRDC	0	0	0	0	30	0	0	30
WA	0	0	0	0	0	0	0	0

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

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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	63	22	27	14					637.5	1320.0	630.0			2587.5	\$113,675.00	Complete package	
AIM	The New Supervisor	Leadership	Group based	1	1							15.0					15.0	\$1,225.00	Complete package	
AIM	Leading with Impact	Leadership	Group based	1		1							7.5				7.5	\$596.00	Complete package	
APSC	Learn to be an effective Coach	Leadership	Group based	1					1							21.0	21.0	\$2,340.00	Complete package	
APSC	EL1 Masterclass	Leadership	Group based	1			1							22.5			22.5	\$3,100.00	Complete package	
APSC	APS Views: What's in a review? Building the institutional capability of the APS	Leadership	Group based	1					1							2.0	2.0	\$115.00	Complete package	
APSC	APSC Leader to Leader Event	Leadership	Group based	1					1							2.0	2.0	\$85.00	Complete package	
APSC	Executive Leadership Dimensions - EL2 residential	Leadership	Group based	1				1							30.0		30.0	\$4,265.00	Complete package	
APSC	Leading Australia's Future in Asia Pacific	Leadership	Group based	1						1							135.0	\$25,750.00	Complete package	
APSC	Career Development Assessment Centre	Leadership	Group based	1				1							34.5		34.5	\$12,925.00	Complete package	
APSC	Career Development Assessment Centre	Leadership	Group based	1				1							34.5		34.5	\$12,925.00	Complete package	
APSC	Career Development Assessment Centre	Leadership	Group based	1				1							34.5		34.5	\$12,925.00	Complete package	
APSC	Career Development Assessment Centre	Leadership	Group based	1				1							34.5		34.5	\$12,925.00	Complete package	
APSC	Learn to be an effective coach	Leadership	Group Based	1					1							9.0	9.0	\$0.00	Complete Package	
APSC	Career Development Assessment Centre	Leadership	Group Based	1				1								37.5	37.5	\$12,925.00	Complete Package	
APSC	Career Development Assessment Centre	Leadership	Group Based	1				1								37.5	37.5	\$12,925.00	Complete Package	
APSC	Executive Leadership Dimensions EL2 Program	Leadership	Group Based	1				1								33.0	33.0	\$3,900.00	Complete Package	
APSC	Leadership beyond this world	Leadership	Group Based	1					1							2.0	2.0	\$115.00	Complete Package	
APSC	Executive Level Tansition - EL2	Leadership	Group Based	1				1							8.0	8.0	\$580.00	Complete Package		
APSC	Executive Level Tansition - EL2	Leadership	Group Based	1			1								8.0		8.0	\$580.00	Complete Package	
APSC	Leading Small Teams	Leadership	Group Based	1		1							8.0				8.0	\$1,135.00	Complete Package	
APSC	Career Development Assessment Centre	Leadership	Group Based	1				1							22.5		22.5	\$12,925.00	Complete Package	
APSC	Essentials for Team Leaders	Leadership	Group Based	1		1							15.0				15.0	\$1,135.00	Complete Package	
APSC	Leading and Managing Small Teams	Leadership	Group Based	1		1							22.5				22.5	\$2,820.00	Complete Package	
APSC	Leading and Managing Small Teams	Leadership	Group Based	1			1								22.5		22.5	\$3,100.00	Complete Package	
APSC	EL2 Executive Leadership Dimensions	Leadership	Group Based	1				1							37.5		37.5	\$4,690.00	Complete Package	
APSC	Executive Leadership Dimensions	Leadership	Group Based	1				1							24.0		24.0	\$3,100.00	Complete Package	
APSC	Executive Leadership Dimensions	Leadership	Group based	1				1							24.0		24.0	\$3,100.00	Complete Package	
APSC	Leading and Managing Small Teams	Leadership	Group Based	1			1							24.0			24.0	\$3,100.00	Complete Package	
Australia and New Zealand School of Government	Executive Fellows Program	Leadership	Group Based	1						1							142.5	142.5	\$28,380.00	Complete Package
Australian Institute of Company Directors	Company Directors Course	Leadership	Group Based	1						1							35.75	35.75	\$8,435.00	Complete Package
Australian Institute of Company Directors	Company Directors Course	Leadership	Group Based	1				1							30.0		30.00	\$8,190.00	Complete Package	
Australian Institute of Company Directors	Company Directors Course	Leadership	Group Based	1				1							30.0		30.00	\$8,190.00	Complete Package	
Australian Institute of Company Directors	Company Directors Course	Leadership	Group Based	1				1							37.5		37.50	\$6,025.00	Complete Package	
Australian Institute of Company Directors	Company Directors Course	Leadership	Group Based	1				1							37.5		37.50	\$6,025.00	Complete Package	
Australian Rural Leadership Foundation	TRAIL	Leadership	Group Based	1			1							40.0			40.00	\$4,250.00	Complete Package	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1						5.0	5.0	\$1,750.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1							2.0	2.0	\$700.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						5.0		5.0	\$1,750.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1							1.0		1.0	\$350.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1							2.0		2.0	\$700.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1							4.0		4.0	\$1,400.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1							8.0	8.0	\$2,800.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1							5.0	5.0	\$1,750.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1							4.0	4.0	\$1,400.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1							1.0		1.0	\$350.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1							2.0		2.0	\$700.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1							2.0		2.0	\$700.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1							1.0		1.0	\$350.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1							1.0		1.0	\$350.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1							1.0		1.0	\$350.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						6.0		6.0	\$2,100.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1							3.0	3.0	\$1,050.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1							1.0		1.0	\$350.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1							1.0		1.0	\$350.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						6.0		6.0	\$2,100.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1							1.0		1.0	\$350.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						4.0		4.0	\$1,400.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1							1.0		1.0	\$350.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1							1.0		1.0	\$350.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						6.0		6.0	\$2,100.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1							1.0		1.0	\$350.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						4.0		4.0	\$1,400.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1							1.0		1.0	\$350.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1							1.0		1.0	\$350.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						6.0		6.0	\$2,100.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1							1.0		1.0	\$350.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						3.0		3.0	\$1,050.00	Per hour	

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

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			
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1					2.0	2.0	\$700.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						1.0	1.0	\$350.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1					6.0	6.0	\$2,100.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						3.0	3.0	\$1,050.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						4.0	4.0	\$1,400.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1					4.5	4.5	\$1,575.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						1.0	1.0	\$350.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						2.0	2.0	\$700.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1				1						1.5	1.5	\$525.00	Per hour		
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1						1					6.0	6.0	\$2,100.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						2.0	2.0	\$700.00	Per hour	
Bull&Bear Special Assignments	Executive Coaching	Coaching	One-to-one	1					1						3.5	3.5	\$1,225.00	Per hour	
CA Mauk & Associates	Executive Coaching	Coaching	One on one	1						1					2.5	2.5	\$0.00	Complete Package	
CA Mauk & Associates	Executive Coaching	Coaching	One on one	1						1					2.0	2.0	\$0.00	Complete Package	
CA Mauk & Associates	Executive Coaching	Coaching	One on one	1						1					2.0	2.0	\$0.00	Complete Package	
CA Mauk & Associates	Executive Coaching	Coaching	One on one	1						1					2.0	2.0	\$0.00	Complete Package	
Centre for Public Management	From Manager to Leader	Leadership	Group Based	1			1							24.0		24.0	\$5,955.00	Complete Package	
Centre for Public Management	Executive Coaching	Coaching	One on one	1			1							1.0		1.0	\$450.00	Per hour	
Centre for Public Management	Building new Leadership	Leadership	Group Based	1			1							22.5		22.5	\$3,880.00	Complete Package	
Centre for Public Management	From Manager to Leader	Leadership	Group Based	1			1							30.0		30.0	\$4,680.00	Complete Package	
Cranlana	Cranlana	Leadership	Group Based	1						1					45.0	45.0	\$5,170.00	Complete Package	
Exceptional People	Exceptional Resilience At Work	Leadership	Group Based	1				1						16.0		16.0	\$990.00	Complete Package	
Executive Coaching Services	Leadership	Leadership	One-to-one	1						1					3.0	3.0	\$2,640.00	Complete package	
Focus Training Solutions	Leadership and Management	Coaching	One on one	1				1						5.5		5.5	\$750.00	Complete Package	
Focusworks	Executive Coaching	Coaching	One-to-one	1				1						1.0		1.0	\$495.00	Per hour	
Focusworks	Executive Coaching	Coaching	One-to-one	1				1						1.5		1.5	\$742.50	Per hour	
Focusworks	Executive Coaching	Coaching	One-to-one	1				1						1.0		1.0	\$495.00	Per hour	
Focusworks	Executive Coaching	Coaching	One-to-one	1				1						1.0		1.0	\$495.00	Per hour	
Jeff Whalan Learning Group	Jeff Whalan Learning Group	Coaching	Group based	1						1					15.0	15.0	\$9,500.00	Complete package	
Jeff Whalan Learning Group	Ash Executive Learning Group	Leadership	Group Based	1					1						15.0	15.0	\$1,958.00	Complete package	
Jeff Whalan Learning Group	Executive Coaching	Coaching	Group Based	1						1					15.0	15.0	\$0.00	Complete Package	
Jeff Whalan Learning Group	ELM Executive Learning Group	Coaching	Group Based	1					1						14.0	14.0	\$2,447.50	Complete Package	
Jeff Whalan Learning Group	Jeff Whalan ELM	Coaching	Group Based	1					1					0.0	0.0	\$9,790.00	Complete Package		
JennGen Consulting Pty Ltd	Executive Coaching	Coaching	One-to-one	1					1					5.0		5.0	\$1,450.00	Per hour	
JennGen Consulting Pty Ltd	Executive Coaching	Leadership	One on one	1					1					7.5		7.5	\$2,175.00	Per Hour	
Mindscious Group	Executive Coaching	Coaching	One-to-one	1						1				1.5		1.5	\$1,000.00	Per hour	
Mindscious Group	Executive Coaching	Coaching	One-to-one	1						1				1.5		1.5	\$1,000.00	Per hour	
Mindscious Group	Executive Coaching	Coaching	One-to-one	1						1				1.5		1.5	\$1,000.00	Per hour	
Mindscious Group	Executive Coaching	Coaching	One-to-one	1					1					1.5		1.5	\$1,000.00	Per hour	
Mindscious Group	Executive Coaching	Coaching	One on one	1				1						1.5		1.5	\$750.00	Per Hour	
Mindscious Group	Executive Coaching	Coaching	One on one	1				1						1.5		1.5	\$750.00	Per Hour	
Mindscious Group	Executive Coaching	Coaching	One on one	1					1					1.5		1.5	\$750.00	Per Hour	
Mindscious Group	Executive Coaching	Coaching	One on one	1					1					4.0		4.0	\$1,208.33	Per Hour	
Mindscious Group	Executive Coaching	Coaching	One on one	1					1					4.0		4.0	\$1,208.33	Per Hour	
Mt Eliza Business School	Senior Managers Program	Leadership	Group Based	1				1						30.0		30.0	\$8,210.00	Complete Package	
Mt Eliza Business School	Leadership Development Program	Leadership	Group Based	1			1							30.0		30.0	\$8,900.00	Complete Package	
Mt Eliza Business School	Executive MBA	Leadership	Group Based	1					1					1518.0		1518.0	\$6,000.00	Complete Package	
Neuroleadership Group	Brain Based Coaching Skills	Leadership	Group Based	1			1						24.0		24.0	\$2,849.00	Complete Package		
People & Strategy	EL1 Leading and Managing Small Teams	Leadership	Group Based	1			1						26.0		26.0	\$3,000.00	Complete Package		
SHL	Executive Coaching	Leadership	One on one	1				1						12.0		12.0	\$6,140.00	Per Hour	
SHL	Executive Coaching	Leadership	One on one	1				1						8.0		8.0	\$3,431.20	Per Hour	
SHL	Executive Coaching	Coaching	One on one	1				1						8.0		8.0	\$4,315.00	Complete Package	
SHL	Executive Coaching	Coaching	One on one	1				1						6.0		6.0	\$3,755.73	Complete Package	
SHL	Executive Coaching	Coaching	One on one	1				1						4.0		4.0	\$2,514.00	Complete Package	
Strike Zone	Executive Coaching	Coaching	One on one	1					1					7.0		7.0	\$3,825.00	Complete Package	
Strike Zone	Executive Coaching	Coaching	One on one	1					1					7.0		7.0	\$3,825.00	Complete Package	
University of NSW	General Manager Program	Coaching	One on one	1					1					30.0		30.0	\$12,870.00	Complete Package	
VT Coach Pty Ltd	Executive Coaching	Coaching	One on one	1					1					1.0		1.0	\$680.00	Per Hour	
Women & Leadership Australia	Advanced Leadership Program	Leadership	One on one	1				1						50.0		50.0	\$10,000.00	Complete Package	
Women & Leadership Australia	Advanced Leadership Program	Leadership	One on one	1			1						50.0		50.0	\$10,000.00	Complete Package		
Yellow Edge	Executive Coaching	Coaching	One-to-one	1					1					1.5		1.5	\$495.00	Complete package	
YellowEdge	Executive Coaching	Coaching	One-to-one	1				1						1.0		1.0	\$495.00	Per hour	
Yellow Edge	Executive Coaching	Leadership	One on one	1					1					1.0		1.0	\$605.00	Per Hour	
Yellow Edge	Executive Coaching	Leadership	One on one	1				1						4.0		4.0	\$1,980.00	Per Hour	
Yellow Edge	Executive Coaching	Coaching	One on one	1				1						1.0		1.0	\$495.00	Complete Package	
Yellow Edge	Executive Coaching	Coaching	One on one	1				1						1.0		1.0	\$495.00	Complete Package	
Yellow Edge	Executive Coaching	Coaching	One on one	1					1					1.0		1.0	\$605.00	Per Hour	
Yellow Edge	Executive Coaching	Coaching	One on one	1				1						5.0		5.0	\$2,475.00	Per Hour	

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

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

Question: 212

Division/Agency: Post Entry Quarantine Division

Topic: Post Entry Quarantine/Mickleham

Proof Hansard page: 68 (27/05/2013)

Senator COLBECK asked:

Senator COLBECK: The proposal is to put a track there that anybody could use, including galloping, if they wanted to. From the design layouts I have had a look at, you could make the compound a little bit larger, extend the fences and have the facility as part of one of the compounds. It is not a difficult proposition. I am happy to table that if necessary.

ACTING CHAIR: Perhaps if you can take on notice. We will suspend given that our hardworking Hansard staff need a break. You can perhaps answer after we come back.

Answer:

The Department of Agriculture, Fisheries and Forestry has considered the concept proposed by Senator Colbeck.

First Assistant Secretary, Post Entry Quarantine, Dr Colin Grant travelled to Melbourne on 30 May 2013 to meet with Mr Andrew Kelly, Chief Executive Officer of Harness Racing Australia. This was the fourth meeting that DAFF has had with Mr Kelly since late 2012. At this meeting, Dr Grant indicated that it was unlikely that a large oval training track could be accommodated in any location on the new site and undertook to look at the feasibility of a short straight exercise track of approximate 200m length and 10m width, adjacent to the boundary of one of the horse compounds. Mr Kelly accepted that a full training track option was not feasible, and agreed that this new concept would be investigated and further discussed at a forthcoming meeting of the full Horse Industry Consultative Committee (HICC) on 14 June 2013.

Discussions at this HICC meeting, which included representatives from Harness Racing Australia, resulted in all industry stakeholders acknowledging that an oval training track could not be accommodated, and that a straight exercise track of the dimensions proposed would not be effective in training any breed of horse in quarantine. Industry further indicated, therefore, that it did not support nor request the design and construction of a training track, or a straight exercise track in the new Post Entry Quarantine facility, but sought to have exercise facilities, such as horse walkers, horse treadmills and dressage yards considered. DAFF indicated that these options were already under consideration and were very feasible, as had been indicated previously, including to the Public Works Commission (PWC).

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

Question: 213

Division/Agency: Post Entry Quarantine Division
Topic: Industry Meeting – Harness Racing Australia
Proof Hansard page: Written

Senator COLBECK asked:

As discussed on Monday 28th 2013 at estimates with Senator Colbeck and Dr Grant, has a meeting been held with HRA and the rest of the industry? If so, when was this and what was the outcome?

Answer:

I refer the Senator to the answer to Question on Notice 212 (Post Entry Quarantine Division) from the 2013 May Budget Estimates hearing.