

**Senate Community Affairs Committee**  
**ANSWERS TO ESTIMATES QUESTIONS ON NOTICE**  
**FAMILIES, HOUSING, COMMUNITY SERVICES AND**  
**INDIGENOUS AFFAIRS PORTFOLIO**  
**2011-12 Additional Estimates Hearings**

**Outcome Number:** Cross

**Question No:** 75

**Topic:** Education Expenses

**Hansard Page:** Written

**Senator McKenzie** asked:

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, how many participants and the amount of study leave granted to each participant. Also include the reason for the study.

**Answer:**

In order to respond to the level of detail requested in the Question on Notice, the Department would be required to allocate extensive resources to gather this information. However, the Department has gathered centrally coordinated information relating to staff attendance for training provided. Total costs incurred are detailed in the following table.

The total cost to FaHCSIA for participation in the programs from 1 July 2011 to 31 January 2012 for which information has been reported is \$2,279,054 (GST exclusive). Based on the information provided, participants spent an average of four hours in learning and development activities, and the average cost of training courses was \$464.83 per participant, for this period.

This cost covers internal and external learning and development activities, such as attendance at the Department's internal training and development programs, external conferences and seminars, and costs associated with staff undertaking tertiary studies through the study assistance program.

| <b>Category</b>                             | <b>No. of FaHCSIA participants</b> |
|---|------------------------------------|
| Information Technology & Records Management | 905                                |
| Occupational Health & Safety                | 1,238                              |
| Policy Development                          | 186                                |
| Program Management                          | 242                                |
| Governance, Risk & Compliance               | 332                                |
| Diversity                                   | 268                                |
| People Management                           | 605                                |
| Communications & Writing                    | 420                                |
| Financial Management & Budgeting            | 229                                |
| Events, Seminars & Conferences              | 399                                |
| Studies Assistance                          | 79                                 |
| <b>Totals</b>                               | <b>4,903</b>                       |

Data on reasons for study are not captured by the Department. Nominations for study can be generated from self-development needs, supervisor recommendation or through employee performance discussions.