

## Senate Community Affairs Legislation Committee

### SUPPLEMENTARY BUDGET ESTIMATES - 20 OCTOBER 2011 ANSWER TO QUESTION ON NOTICE

#### Department of Human Services

**Topic:** Staff Education or Training

**Question reference number:** HSW 53

**Senator:** Fifield

**Type of question:** Written

**Date set by the committee for the return of answer:** 9 December 2011

**Number of pages:** 2

**Question:**

- a) How much (if anything) did the department spend overall on staff education or training in the financial year:
  1. 2010-2011?
  2. 2011-2012 (estimated)?
- b) How much (if anything) did the department spend on staff education or training broken down by Program in the financial year:
  1. 2010-2011?
  2. 2011-2012 (estimated)?
- c) How much (if anything) did CRS Australia spend overall on staff education or training in the financial year:
  1. 2010-2011?
  2. 2011-2012 (estimated)?
- d) For what purposes was staff education or training undertaken?
- e) Who authorised the provision of staff education or training in 2010-2011?
- f) What staff education or training has been undertaken in 2011-2012, and what education or training is currently planned?

**Answer:**

- a) See response to HSW 28.
- b) 1. For the financial year 2010-11, Table 1 below details staff education or training by master program.

Table 1 – Staff education or training by master program.

<b>Master Program</b>	<b>Total</b>
Department of Human Services (including the Child Support Program)	\$2,438,717
Centrelink	\$9,134,561
Medicare	\$4,143,479
CRS Australia	\$1,734,156

\* *These figures include tertiary study expenses.*

2. There are no predetermined departmental spend plans for staff education or training expense. Spending for these items is adapted to specific business requirements during the financial year.

- c) 1. For the financial year 2010–11, CRS Australia spent \$1,734,156 on staff education or training.
2. There are no predetermined spend plans for staff education or training expenses. Spending for these items is adapted to specific business requirements during the financial year.
- d) Staff education or training is undertaken for the purpose of equipping staff with the knowledge and skills to perform a variety of service delivery, health, social, welfare and support roles. These include:
- the implementation of master program changes (eg changes to legislation or policies) and budget initiatives;
  - undertaking core job roles in disability employment services;
  - leadership and management;
  - corporate support; and
  - delivering the Australian Government's service delivery reform agenda.
- e) Designated delegates can approve staff education and training as per the *Financial Management and Accountability Act 1997*.
- f) Education and training currently planned includes:
- leadership and change programs;
  - Building Australia's Future Workforce participation changes;
  - service delivery reform training;
  - corporate governance (i.e. Occupational Health and Safety and Fraud Awareness); and
  - professional development for specialist roles.