

Senate Community Affairs Committee
ANSWERS TO ESTIMATES QUESTIONS ON NOTICE
FAMILIES, HOUSING, COMMUNITY SERVICES AND
INDIGENOUS AFFAIRS PORTFOLIO
2012-13 Supplementary Estimates Hearings

Outcome Number: Cross Outcome - Across Programs

Question No: 378

Topic: Education expenses

Hansard Page: Written

Senator Boyce asked:

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:

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 provide this information.

Based on the information available at **Attachment A**, the total cost for participation in programs for the 2011-12 financial year was \$6,315,178 (GST exclusive), with the average cost of training courses being \$587 per participant. Internal training is targeted across all classifications within the Department.

The programs include internal and external learning and development activities, such as attendance at the Department's internal training and development programs and external conferences and seminars. Costs associated with staff undertaking tertiary studies through the studies assistance program are not yet available for this period.

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

Training in the Department is provided to enable employees to develop the skills and knowledge they need to improve their work performance and career prospects, and to ensure employees have the capabilities to deliver on the business outcomes of the Department.

Information regarding portfolio bodies is at **Attachment B**.

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Attachment A

Course Type	Participant numbers	Classifications breakdown	Total cost (GST excl)
Information Technology & Records Management	2,024	APS 1 x 8; APS 2 x 7; APS 3 x 158; APS 4 x 152; APS 5 x 354; APS 6 x 598; EL 1 x 480; EL 2 x 148; SES Band 1 x 8; SES Band 2 x 1; Legal/Special Counsel x 1; Legal Officer (LO) x 6; Principal Legal Officer (PLO) x 5; Public Affairs Officer Grade 1 (PAO 1) x 1; Public Affairs Officer Grade 2 (PAO 2) x 9; Public Affairs Officer Grade 3 (PAO 3) x 5; Senior Legal Officer (SLO) x 2; Senior Public Affairs Officer (SPAO) x 1; Not specified x 80.	\$5,998,705
Occupational Health & Safety	1,931	APS 1 x 3; APS 2 x 18; APS 3 x 60; APS 4 x 179; APS 5 x 288; APS 6 x 534; EL 1 x 526; EL 2 x 198; SES Band 1 x 28; SES Band 2 x 3; Legal/Special Counsel x 3; LO x 7; PLO x 10; PAO 2 x 9; PAO 3 x 13; SLO x 17; SPAO x 5; Not specified x 30.	
Policy Development	649	APS 3 x 34; APS 4 x 31; APS 5 x 105; APS 6 x 226; Cadet x 1; EL 1 x 224; EL 2 x 28.	
Contract Management	119	APS 1 x 1; APS 3 x 9; APS 4 x 9; APS 5 x 16; APS 6 x 44; EL 1 x 33; EL 2 x 6; PAO 3 x 1.	
Stakeholder Engagement	63	APS 3 x 2; APS 4 x 9; APS 5 x 17; APS 6 x 16; EL 1 x 16; EL 2 x 2; PAO 1 x 1.	
Program Management	319	APS 2 x 1; APS 3 x 10; APS 4 x 21; APS 5 x 66; APS 6 x 137; EL 1 x 73; EL 2 x 11.	
Governance, Risk & Compliance	1,342	APS 1 x 3; APS 2 x 17; APS 3 x 65; APS 4 x 128; APS 5 x 413; APS 6 x 226; EL 1 x 143; EL 2 x 42; SES Band 1 x 9; SES Band 2 x 1; Legal/Special Counsel x 13; LO x 69; SLO x 91; PLO x 92; PAO 1 x 3; PAO 2 x 10; PAO 3 x 10; SPAO x 3; Not specified x 4.	
Diversity	374	APS 1 x 5; APS 2 x 1; APS 3 x 70; APS 4 x 29; APS 5 x 55; APS 6 x 85; EL 1 x 84; EL 2 x 24; Cadet x 3; SES Band 1 x 10; SES Band 2 x 1; LO x 1; SLO x 1; PAO 1 x 2; PAO 2 x 1; PAO 3 x 1; Not specified 1.	
Leadership & Management	250	APS 3 x 1; APS 4 x 1; APS 5 x 16; APS 6 x 16; EL 1 x 63; EL 2 x 125; SES Band 1 x 15; Legal/Special Counsel x 1; PLO x 3; SLO x 1; PAO 2 x 1; PAO 3 x 3; SPAO x 3; Not specified x 1.	
People Management	1,036	APS 1 x 7; APS 2 x 13; APS 3 x 68; APS 4 x 91; APS 5 x 124; APS 6 x 285; EL 1 x 300; EL 2 x 97; SES Band 1 x 12; Legal/Special Counsel x 2; LO x 7; PLO x 8; SLO x 12; PAO 2 x 1; PAO 3 x 2; SPAO x 2; Not specified x 5.	

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Course Type	Participant numbers	Classifications breakdown	Total cost (GST excl)
New Starters	8	APS 4 x 1; APS 5 x 1; APS 6 x 1; EL 1 x 4; EL 2 x 1.	
Communication & Writing	600	APS 1 x 2; APS 2 x 3; APS 3 x 52; APS 4 x 49; APS 5 x 77; APS 6 x 94; EL 1 x 95; EL 2 x 37; SES Band 1 x 12; SES Band 2 x 5; Legal/Special Counsel x 10; LO x 45; SLO x 65; PLO x 52; PAO 1 x 1; Not specified x 1.	
Financial Management & Budgeting	448	APS 1 x 1; APS 2 x 3; APS 3 x 37; APS 4 x 53; APS 5 x 82; APS 6 x 103; EL 1 x 116; EL 2 x 42; SES Band 1 x 2; LO x 1; SLO x 1; PAO 3 x 1; SPAO x 2; Not specified x 4.	
Events Seminars & Conferences	719	APS 2 x 7; APS 3 x 12; APS 4 x 81; APS 5 x 103; APS 6 x 234; Cadet x 5; EL 1 x 217; EL 2 x 40; SES Band 1 x 3; SES Band 2 x 1; LO x 1; PAO 2 x 6; PAO 3 x 3; Not specified x 6.	
External Training	703	APS 1 x 1; APS 2 x 1; APS 3 x 16; APS 4 x 38; APS 5 x 75; APS 6 x 196; EL 1 x 210; EL 2 x 74; SES Band 1 x 5; SES Band 2 x 3; Legal/Special Counsel x 1; LO x 26; SLO x 25; PLO x 29; PAO 2 x 2; PAO 3 x 1.	
Studies Assistance	167	APS 1 x 4; APS 3 x 5; APS 4 x 24; APS 5 x 46; APS 6 x 49; EL 1 x 9; EL 2 x 26; LO x 1; SLO x 1; PAO 1 x 2.	\$316,473
Totals	10,752		\$6,315,178

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Portfolio Bodies

Attachment B

Aboriginal Hostels Limited

Education Expenses (in house courses and tertiary studies)	No of participants	Classifications of participants	Total cost of training (GST excl)	Average hours per participant spent at training	Average cost per participant (GST excl)
Work Health and Safety	273	APS1 - EL2	\$57,176.00	7.66	\$209.44
Administrative	5	APS1 - EL2	\$2,287.00	15.00	\$457.40
Cultural Awareness	9	APS1 - EL2	\$1,600.00	4.00	\$177.78
Communication	18	APS1 - EL2	\$9,064.00	8.17	\$503.56
Computer Skills	8	APS1 - EL2	\$3,869.00	9.60	\$483.63
Core/Mandated Training	220	APS1 - EL2	\$17,499.00	6.17	\$79.54
Hospitality	7	APS1 - APS5	\$4,017.00	156.14	\$573.86
Information session	1	APS5	\$635.00	7.60	\$635.00
Human Resources Management	16	APS1 - EL2	\$11,490.00	9.93	\$718.13
Personal Development	25	APS1 - EL2	\$19,678.00	10.40	\$787.12
Seminars and Conferences	24	APS1 - EL2	\$19,420.00	19.67	\$809.17
Totals	606		\$146,735.00	23.12	\$242.14

Reason for Study and How it is Beneficial for the Agency

The training provided to AHL staff as highlighted above forms as part of the organisations Key Strategic Priority setting for 2011/12 that focuses on building internal capability.

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Anindilyakwa Land Council

Education Expenses (in house courses and tertiary studies)	No of participants	Classifications of participants	Total cost of training (GST excl)	Average hours per participant spent at training	Average cost per participant (GST excl)
First Aid Training	Unknown	Various	\$6,298.18	Unknown	Unknown
Governance Training	Unknown	Mostly board and senior management	\$4,025.91	Unknown	Unknown
OH&S Cert IV	2		\$3,657.22	Unknown	\$1,828.61
4WD Training	Unknown	Various	Unknown	Unknown	Unknown
Code of Conduct	All staff	All Staff	Internal	Unknown	Internal
Apprentices	2	Apprentices	\$1,816.00	Unknown	\$908.00
Totals	4		\$15797.31	Unknown	Unknown

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Australian Institute of Family Studies

Education Expenses (in house courses and tertiary studies)	No of participants	Classifications of participants	Total cost of training (GST excl)	Average hours per participant spent at training	Average cost per participant (GST excl)
Administration	1		\$2,399.00	15	\$2,399.00
Career Development	2		\$2,700.00	15	\$1,350.00
Communications	9		\$5,099.00	13.6	\$566.55
Event Management	1		\$395.45	7.5	\$395.45
Finance	1		\$544.55	7.5	\$544.55
Information management	6		\$3,988.83	12.25	\$664.80
IT	4		\$5,052.54	12.37	\$1,263.14
Leadership	12		\$9,126.63	3.86	\$760.55
OH&S	7		\$1,918.16	4.82	\$274.00
People Management	22		\$7,087.73	7.84	\$322.17
Research - technical	31		\$23,984.47	19.45	\$773.69
Security	2		\$2,200.00	7.5	\$1,100.00
Tertiary Education	3		\$4,000.00	49.5	\$1,333.33
Totals	101		\$68,496.36	13.55	\$678.18

Reason for Study and How it is Beneficial for the Agency

Education and study activities are considered in light of strategic and operational requirement, staff skills and expertise and individual performance development plans.

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Central Land Council

Education Expenses (in house courses and tertiary studies)	No of participants	Classifications of participants	Total cost of training (GST excl)*	Average hours per participant spent at training	Average cost per participant (GST excl)
Communication & Writing	92		\$16,319.00	29	\$177.38
Diversity	1			7.5	
Financial Management & Budgeting	3		\$3,985.00	47	\$1,328.33
IT Systems Training & Records Managements	22		\$6,680.00	12	\$303.64
OH&S	197		\$10,507.00	8	\$53.34
Leadership	10		\$6,438.00	40	\$643.80
People Management	21		\$5,370.00	2	\$255.71
Governance, Risk & Compliance	15		\$450.00	7.5	\$30.00
Policy Development	3		\$4,150.00	27.5	\$1,383.33
Program Management	326		\$18,440.00	3	\$56.56
New Starters	95		\$19,745.00	10	\$207.84
Contract Management	2			22.5	
Events, Seminars & Conferences	33		\$13,288.00	24	\$402.67
Totals	820		\$105,372.00	18.46	\$128.50

**Note: Cost for courses relating to Ranger Program not easily accessible and have been recorded as \$0 as most are provided free of charge
It is not practical to record the benefit to the CLC for all courses as each provides a different benefit not dependant on category.*

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Equal Opportunity for Women in the Workplace Agency

Education Expenses (in house courses and tertiary studies)	No of participants	Classifications of participants	Total cost of training (GST excl)	Average hours per participant spent at training	Average cost per participant (GST excl)
Communications & Writing	38	APS4 - 4	\$17,135.34	29.21	\$450.93
		APS 5 - 12		87.63	
		APS 6 - 14		102.24	
		EL1 - 6		43.82	
		EL2 - 2		14.61	
Diversity	1	EL1 - 1	\$635.00	7.50	\$635.00
Financial Management & Budgeting	7	APS5 - 3	\$3,734.99	22.50	\$533.57
		EL1 - 1		7.50	
		EL2 - 3		22.50	
IT Systems Training & Records Management	57	APS3 - 1	\$29,019.27	7.63	\$509.11
		APS4 - 9		68.68	
		APS5 - 24		183.16	
		APS6 - 10		76.32	
		EL1 - 7		53.42	
		EL2 - 6		45.79	
Specialist Professional Development	19	APS5 - 5	\$26,640.28	67.11	\$1,402.12
		APS6 - 7		93.95	
		EL1- 6		80.53	
		EL2- 1		13.42	

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Governance, Risk & Compliance	1	APS5 -1		2.00	
Stakeholder Engagement	10	APS5 - 4	\$7,134.30	36.00	\$713.43
		APS6 - 2		18.00	
		EL1 - 1		9.00	
		EL2 - 3		27.00	
Contract Management	13	EL1 - 6	\$1,839.37	9	\$141.49
		EL2 - 6		9	
		PEO - 1		1.5	
Events, Seminars & Conferences	1	EL2 - 1	\$918.00	7.5	\$918.00
Totals	147		\$87,056.55	34.74	\$592.22

Reason for Study and How it is Beneficial for the Agency

Communication & Writing - Study completed to improve knowledge base associated with communicating effectively with external and internal stakeholders, with a particular focus on business writing skills and preparing content for the web (EOWA is currently updating and improving its website).

Diversity - Mandatory refresher training for EOWA's Harassment Contact Officer

Financial Management & Budgeting - Specialist learning for employees within the Operations area to enable them to effectively administer EOWA's financial operations. Learning opportunity for newly engaged EL2 in order to assist employee to effectively manage section budget.

IT Systems Training & Records Management - Study was undertaken in order to update employee skills in specific IT functions in order to allow more effective utilisation of software available to the Agency.

Specialist Professional Development - Study was undertaken by staff within Operations section in order to assist with effective management of EOWA's financial systems and processes

Governance, Risk & Compliance - Learning undertaken to assist in completion of APSC survey.

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Stakeholder Engagement - Study undertaken to develop skills within a range of areas including vendor relationship, influencing, social media, employer branding), in order to provide EOWA employees with the knowledge base required to effectively engage with external stakeholders.

Contract Management - Study undertaken to provide up to date knowledge of legislative and procedural requirements related to procurement rules.

Events, Seminars & Conferences - Access to specialist technical knowledge required to assist in changes to the Agency's IT platforms.

Indigenous Business Australia

For the FY 2011-12 IBA's aggregated study assistance and learning and development (training courses) expenditure was \$314,560.

These figures do not include on the job development opportunities which generally constitutes a significant majority of employees' learning (estimated to be in the order of 70 per cent).

Learning and development activities conducted by IBA focus on improving the key business, management and leadership skills of staff. These activities include:

- Induction training
- OH&S training
- Cultural awareness training
- Manager and supervisory training
- Program delivery skilling and training
- IT training, and
- Coaching.

IBA also supported staff in their studies ranging from certificate level through to tertiary and post graduate studies.

IBA's data sets are not directly aligned to the requested data and to provide the additional level of detail requested in questions 377 and 378 will divert limited resources from the service delivery of client outcomes.

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Indigenous Land Corporation

The total cost for the 2011/12 financial year to 30 June 2012 for participation in the programs for which information has been collated is \$108,183 (GST exclusive), with 208 participants. Please refer to below table.

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

Training Category/Course <i>(includes in-house and external courses and tertiary studies)</i>	No of participants	Classifications of participants	Total cost of training (GST excl)	Average hours per participant spent at training	Average cost per participant (GST excl)
Communication and Writing	50	ILC3 Upper x 12 ILC2 Upper x 8 EL1 x 7 EL2 x 3 ILC2 Lower x 12 ILC1 Upper x 2 SES x 1 ILC1 Lower x 5	\$20,624	7.00	\$412
Diversity	2	ILC3 Upper x 2	\$1,305	3.50	\$652
Events, Seminars & conferences	21	EL1 x 9 EL2 x 2 ILC2 Lower x 1 ILC3 Upper x 1 SES x 7 ILC Lower x 1	\$10,132	7.00	\$482

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Financial Management & Budgeting	15	EL1 x 2 ILC1 Upper x 2 ILC 2 Lower x 5 ICL 2 Upper x 3 ILC3 Upper x 3	\$12,513	14.00	\$834
Governance, Risk & Compliance	19	ILC2 Lower x 1 ILC 3 Lower x 1 Legal2 x 5 Legal1 x 5 SES x 5 ILC 3 Upper x 1	\$4,106	3.50	\$216
IT Systems Training & Records Management	19	EL2 X 2 ILC2 Upper x 1 ILC1 Upper x 2 ILC3 Upper x 4 ILC2 Lower x 8 ILC 1 Lower x 2	\$8,564	7.00	\$451
Leadership	3	EL2 x 1 ILC3 Upper x 2	\$3,380	14.00	\$1,127
OH&S	57	SES x 4 EL1 x 8 EL2 x 2 ILC1 Lower x 1 ILC 2 Lower x 8 ILC 2 Upper x 4 ILC 3 Upper x 22 Board Member x 7 PEO x 1	\$21,943	5.00	\$385

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Program Management	22	ILC1 Lower x 1 ILC 2 Lower x 1 ILC 3 Lower x 3 ILC3 Upper x 15 EL1 x 2	\$25,616	7.00	\$1,164
Total	208	0	\$108,183		\$520.11

Reason for Study and How it is Beneficial for the Agency

Communication and Writing - Improve writing, reporting and communication skills

Diversity - Providing employees with additional information

Events, Seminars & conferences - To ensure knowledge is maintained and enhanced - To ensure knowledge is maintained and enhanced

Financial Management & Budgeting - To ensure knowledge is maintained and enhanced

Governance, Risk & Compliance

IT Systems Training & Records Management - To ensure knowledge is maintained and enhanced

Leadership - Developing as part of succession plans for future leaders

OH&S - To ensure up to date knowledge is maintained in line with legislation

Program Management - To ensure knowledge is maintained and enhanced

Northern Land Council

Total costs for the 2011-2012 FY for education expenses for Northern Land Council were \$176,448.00. No further information was provided.

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Outback Stores

The total cost for the 2011-12 FY for participation in education for the Agency is \$40,031 (GST exclusive). Study leave has been granted for eligible staff members. The Table below outlines the type of course, total cost, cost per participant and average hours per participant.

Training Category/Course <i>(includes in-house and external courses and tertiary studies)</i>	No of participants	Classifications of participants	Total cost of training	Average hours per participant spent at training	Average cost per participant (GST excl)
Defensive Driving	2	NA	\$440	8	\$220.00
Forklift Training	24	NA	\$11,984	8	\$449.34
4WD Training	14	NA	\$2,124	8	\$151.69
CPA	1	NA	\$714	120	\$713.64
Cost Accounting	1	NA	\$1,054	120	\$1,054.41
Directors Course	1	NA	\$5,400	40	\$5,400.00
Excel	10	NA	\$1,000	4	\$100.00
Safe & Healthier Food	1	NA	\$536	8	\$536.36
Stress Management Course	1	NA	\$116	4	\$116.36
Payroll Tax Training	1	NA	\$450	8	\$450.00
FBT Workshop	1	NA	\$373	8	\$372.73
HR Practices	1	NA	\$189	8	\$189.09
First Aid	29	NA	\$ 2,295	12	\$79.15
Responsible Serving of Alcohol	5	NA	\$329	4	\$65.80
Group Controller Training	1	NA	\$2,800	38	\$2,800.00
Diploma of Retail	3	NA	\$9,000	48	\$3,000.00
Study Days - Bachelor of Finance	1	NA	\$1,226	16	\$1,225.91
Totals	97	NA	\$40,031	15	\$412.69

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SSAT response to Qon 378 (FY2011/12)

Education Expenses (in house courses and tertiary studies)	No of participants	Classifications of participants	Total cost of training (GST excl)	Average hours per participant spent at training	Average cost per participant (GST excl)
Bachelor of Commerce	1	APS4	\$2,906.00	<i>Tertiary study</i>	\$2,906.00
Bachelor of Laws	1	APS4	\$4,943.16	<i>Tertiary study</i>	\$4,943.16
Master of Development Studies	1	APS4	\$4,200.00	<i>Tertiary study</i>	\$4,200.00
Bachelor of Laws	1	APS4	\$4,500.00	<i>Tertiary study</i>	\$4,500.00
Juris Doctor	1	EL1	\$5,000.00	<i>Tertiary study</i>	\$5,000.00
Masters of Laws	1	APS4	\$4,500.00	<i>Tertiary study</i>	\$4,500.00
Bachelor of Communication	1	APS4	\$3,825.09	<i>Tertiary study</i>	\$3,825.09
Bachelor of Laws	1	Full-time Member	\$3,070.00	<i>Tertiary study</i>	\$3,070.00
Postgraduate Research	1	APS2		<i>Tertiary study</i>	
Graduate Diploma in Legal Practice	1	EL1		<i>Tertiary study</i>	
OH&S training	5	Various	\$2,613.35	15.00	\$522.67
First aid training	12	Various	\$1,246.00	7.00	\$103.83
APS Job Applications and Interview Skills	24	Various up to APS6	\$7,937.57	7.42	\$330.73
AGS training	3	EL1	\$1,600.00	22.25	\$533.33
Protective Security courses	1	APS6	\$3,409.09	74.16	\$3,409.09
IT technical training - EMC SAN	1	APS6	\$5,000.00	37.08	\$5,000.00
First aid training	1	APS4	\$200.00	7.42	\$200.00

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First aid training	1	APS4	\$61.36	7.42	\$61.36
Health & Safety Course	1	APS4	\$720.00	37.08	\$720.00
Development Workshop	13	APS2 - EL1	\$5,500.00	7.42	\$423.08
Administrative Assistants	1	APS4	\$271.82	7.42	\$271.82
Case Management Essentials - ComCare	2	APS6 & EL1	\$2,290.00	7.42	\$1,145.00
Team Leader course	1	APS4	\$895.00	7.42	\$895.00
Leadership course	1	EL1	\$345.46	7.42	\$345.46
Writing Skills for Business	1	APS4	\$459.09	7.42	\$459.09
Writing Skills	10	Members	\$4,704.54	7.42	\$470.45
APS Job Applications and Interview Skills	20	Various up to APS6	\$5,542.46	7.42	\$277.12
Totals	108		\$75,739.99	16.13	\$701.30

Reason for Study and How it is Beneficial for the Agency

- Bachelor of Commerce - Knowledge for work purposes
- Bachelor of Laws - Knowledge for work purposes
- Master of Development Studies - General knowledge within the APS
- Bachelor of Laws - Knowledge for work purposes
- Juris Doctor - Knowledge for work purposes
- Masters of Laws - Knowledge for work purposes
- Bachelor of Communication - General knowledge within the APS
- Bachelor of Laws - Knowledge for work purposes
- Postgraduate Research - Knowledge for work purposes
- Graduate Diploma in Legal Practice - Knowledge for work purposes
- OH&S training - Legislative requirement

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First aid training - Legislative requirement
APS Job Applications and Interview Skills - General knowledge within the APS
AGS training - Knowledge for work purposes
Protective Security courses - Knowledge for work purposes
IT technical training - EMC SAN - Knowledge for work purposes
First aid training - Legislative requirement
First aid training - Legislative requirement
Health & Safety Course - Legislative requirement
Development Workshop - General knowledge within the APS
Administrative Assistants - Knowledge for work purposes
Case Management Essentials - ComCare - Knowledge for work purposes
Team Leader course - Knowledge for work purposes
Leadership course - Knowledge for work purposes
Writing Skills for Business - Knowledge for work purposes
Writing Skills - Knowledge for work purposes
APS Job Applications and Interview Skills - General knowledge within the APS

Tiwi Land Council

Nil response

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Torres Strait Regional Authority

Training Category/Course <i>(includes in-house and external courses and tertiary studies)</i>	No of participants	Classifications of participants	Total cost of training (GST excl)	Average hours per participant spent at training	Average cost per participant (GST excl)
Certificate IV in Business Administration - 1st block, Cairns	1	APS4		37.5	
Probity in Procurement	21	APS4		7.5	
Certificate IV in Business Administration - 2nd block, Cairns	1	APS4		37.5	
Certificate IV in Business Administration - 3rd block, Cairns	1	APS4		37.5	
Certificate IV in Business Administration - 4th Block	1	APS4		37.5	
Community Engagement in Rural and Regional Service Delivery	1	APS5	\$2,399.00		\$2,399.00
Project & Program Management Workshop 3 & 4	17	APS5-EL2	\$3,315.00	7.5	\$195.00
Project & Program Management Workshop 5 & 6	10	APS5-EL2	\$3,315.00	7.5	\$332.00
Aurora Legal Master Class Training, Sydney	4	APS6- EL2	\$5,567.00		\$1,392.00
HR eRecruitment training	9	APS1-EL2	\$3,871.00	4	\$430.00

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Executive Leadership Course Residential	1	EL2	\$4,690.00		\$4,690.00
Master of Fisheries	1	APS6	\$2,500.00		\$2,500.00
GMS & CDEP Manager training, Canberra	1	EL1	\$1,843.00	15	\$1,843.00
Contract Law Fundamental, Brisbane	1	APS6	\$10,690.00		\$10,690.00
Comsuper Training, Brisbane	1	APS5	\$938.00		\$938.00
Indigenous Career Trek - Career Management Workshop	8	APS2-6		15	
APSC Leading Across Boundaries SES Band 2 Residential	1	SES Equivalent	\$7,591.00		\$7,591.00
Frontier Software Conference	2	APS5	\$5,559.00		\$2,779.50
Frontier Training, Thursday Island	4	APS4-5	\$3,096.00	7.5	\$774.00
Leadership	1	APS1-EL2	\$1,886.00		\$1,886.00
Coxswain	4	APS1-EL2	\$10,036.00		\$2,509.00
GPS I - Tracker	10	APS1-EL2	\$11,590.70		\$1,159.07
Fire Training	14	APS1-EL2	\$23,889.00		\$1,706.35
Trailer Towing & Quad Bike Operations	12	APS1-EL2	\$18,187.00		\$1,515.58
Vessel Induction	24	APS1-EL2	\$114,993.00		\$4,791.37
First Aid Training	2	APS1-EL2	\$2,062.60		\$1,031.50
Complete GMS Training	14	APS1-EL2		15	
Advance GMS refresher	8	APS1-EL2		7.5	
eRecruitment Training	17	APS1-EL2	\$3,248.20	3	\$191.07

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Essential Writing	1	APS4	\$635.00	7.5	\$635.00
Strategic Thinking	1	APS4	\$635.00	7.5	\$635.00
CDEP Manager Training	1	APS6	\$1,369.62	22.5	\$1,369.62
Masters in Business Administration	1	EL1	\$1,860.00	-	\$1,860.00
Graduate Certificate in Indigenous Arts Mgt –	1	APS5	\$3,848.00	-	\$3,848.00
Totals	197	0	\$249,614.12		\$1,267.08

Wreck Bay Aboriginal Community Council

Training Category/Course <i>(includes in-house and external courses and tertiary studies)</i>	No of participants	Classifications of participants	Total cost of training (GST excl)	Average hours per participant spent at training	Average cost per participant (GST excl)
Comcare	3	staff	\$1,948.09	16	\$649.36
Totals	3		\$1,948.09	16	\$649.36

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