

**Economics Legislation Committee**  
ANSWERS TO QUESTIONS ON NOTICE  
Industry Portfolio  
Supplementary Budget Estimates 2014-15  
23 October 2014

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**AGENCY/DEPARTMENT:** DEPARTMENT OF INDUSTRY

**TOPIC:** Training process – R&D Tax Programme

**REFERENCE:** Question on Notice (Hansard, 23 October 2014, page 79)

**QUESTION NO.:** SI-38

**Senator KIM CARR:** How long have you been running the R&D tax program?

**Mr Wilson:** In terms of me personally?

**Senator KIM CARR:** Not you personally but the branch or the department.

**Mr Wilson:** The program has been in existence for 25 years.

**Senator KIM CARR:** So, you have discovered the need for some training now?

**Ms Weston:** Staff change.

**Senator KIM CARR:** A lot of changes?

**Ms Weston:** Obviously, there are new people coming in, people leaving and so forth.

**Senator KIM CARR:** I accept that, but I thought Mr Wilson said this was the first time that you have done this. How have you run the training programs before?

**Mr Wilson:** It may not have been the first courses certainly in my time of running the program.

**Senator KIM CARR:** Can you take on notice what is the normal process for training officers to administer these programs? Why was it necessary to introduce this particular method of training and at this cost?

**Mr Wilson:** I have to take that on notice.

**ANSWER**

The normal process for training employees to administer the R&D Tax Incentive involves:

- R&D Tax Incentive induction framework training which sets out core competencies and access to guidance information
- on-the-job hands-on training with experienced staff
- Legislation interpretation training focussing on the key eligibility tests under the programme
- Industry fundamentals training to provide a base-level understanding of prominent industry sectors accessing the programme

Learning and development of staff is a continual process to ensure quality service delivery to Australian industry accessing the R&D Tax Incentive.