

**Senate Finance and Public Administration Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**BUDGET ESTIMATES 2014**

Prime Minister and Cabinet Portfolio

**Department/Agency:** Australian Public Service Commission

**Outcome/Program:** Cross Portfolio

**Topic:** Prequalified, Multi-use list tenders

**Senator:** Ludwig

**Question reference number:** 355

**Type of question:** Written

**Date set by the committee for the return of answer:** 11 July 2014

**Number of pages:** 2

**Question:**

1. Does the Department/Agency have existing Prequalified or Multi-use list panels for tenders?
2. Please list all Prequalified or Multi-use list panels, and the firms on them, compiled or used by the department/agency?
3. Do any of your EL or higher staff have interest- financial or otherwise - in any of the firms on your panels?
4. Do any Ministerial staff have directorships in any of the firms on your panels?
5. Do any Ministerial staff have interest- financial or otherwise- in any of the firms on your panel
6. Have the minister or ministerial staff made representations concerning the panels
7. Is Australian Public Affairs on any of your panels?

**Answer:**

1. The Australian Public Service Commission (APSC) does not administer any multi-use lists. The APSC administers the following pre-qualified panels:
  - Learning and Development Panel (SON 1598601)
  - Business Services Panel (SON 1877081)
  - eLearning Support Services and Solutions Panel (SON 1877091)
  - Research Services Panel (SON 1871051)
  - Executive Search and Recruitment Panel (SON 393566)
  - Capability Development Panel (SON 200003) – expired 30 June 2014.
2. Suppliers under the panels are provided in Attachments A to F:

Attachment	Panel	Standing Offer Notice (SON) – Austender number	Number of panel suppliers
A	Learning and Development Panel	SON 1598601	133
B	Business Services Panel	SON 1877081	91
C	eLearning Support Services and Solutions Panel	SON 1877091	26
D	Research Services Panel	SON 1871051	28
E	Executive Search and Recruitment Panel	SON 393566	33
F	Capability Development Panel	SON 200003	Expired 30 June 2014 - 223

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3. All staff involved in the 2013 tender process to establish Panels listed in Attachments A to D inclusive, signed conflict of interest declarations. No staff indicated a financial, personal, or private interest in any of the firms that tendered for these panels. No APSC staff who administer these panels have a financial, personal, or private interest in any of the firms on an APSC panel.
4. To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.
5. To attempt to provide this level of detail would involve an unreasonable diversion of departmental resources.
6. The Minister or ministerial staff have not made representations concerning the APSC panels.
7. The entity Australian Public Affairs is not on any of the APSC panels.



## Learning and Development Panel SON1598601

Learning and Development Panel Supplier Details		ABN
A	Advanced Training Pty Ltd	46 116 730 244
	AGSM Executive Education, part of the Australian School of Business at the University of New South Wales (UNSW)	57 195 873 179
	Amanda Horne Pty Ltd	45 105 694 880
	Anketangl Pty Ltd t/as Andrew Hughes Training	74 253 292 881
	Anne Jenkin and Associates Pty Ltd trading as Communication Knowhow	22 060 474 400
	ANU Enterprise Pty Ltd	31 008 548 650
	Ashley Coaching and Consulting Pty Limited	95 113 506 200
	Australian Catholic University Ltd	15 050 192 660
	Australian Centre for Environmental Compliance Pty Ltd	86 101 845 096
	Australian Forensic Services Pty Ltd	13 065 688 048
	Australian Institute of Management NSW & ACT Training Centre Limited	74 002 526 007
	Australian Institute of Management Western Australia Human Resources Development Centre Inc	98 928 669 029
	Australian Institute of Police Management	17 864 931 143
	AuStrategies Pty Ltd	88 074 796 446
B	Bayley and Associates Pty Ltd ATF Bayley Family Trust	41 262 695 229
	Beasley Intercultural Pty Ltd	62 096 428 125
	Bendelta Pty Ltd	58 105 151 326
	Best Practice Consulting Pty Ltd	47 118 164 391
	Biotext Pty Ltd	17 088 074 846
	Blue Visions Management Pty Ltd T/A Institute of Management	93 095 779 972
	Bull&Bear Special Assignments Pty Ltd	23 095 856 554
C	Centre for Public Management Pty Ltd	74 069 287 136
	Chandler Macleod Group Limited	33 090 555 052
	Chris Adams & Associates	23 772 056 337

APSC PANEL SERVICES – Learning and Development Panel

	CIT Solutions Pty Ltd trading as CIT Solutions	25 008 645 823
	CMA Learning Group	90 007 429 905
	Cypice Pty Ltd, trading as Berrico Consultants	51 008 623 238
D	Deakin University trading as DeakinPrime	56 721 584 203
	Department of Education, Training and Employment trading as Southbank Institute of Technology	97 887 046 327
E	Effective People Pty Ltd	79 063 100 201
	EnhanceHR Pty Ltd	64 097 440 634
	Ethos CRS Consulting Pty Ltd	94 116 209 235
	Executive Development Pty Ltd trading as Upton Martin Consulting	28 338 726 118
	Executive Intelligence Group Pty Ltd	88 088 137 071
	Executive Leadership Australia Pty Ltd	72 118 959 130
F	Flanagan Brown-Greaves Pty Ltd	32 132 452 718
G	H.M. Green Pty Ltd trading as WorkForce Management Consulting	55 842 173 747
H	Hay Group Pty Ltd	28 005 901 977
	Helkyard Enterprises Pty Ltd trading as Legaleze Training	74 164 405 350
	Humanoevre Pty Ltd	58 139 113 401
I	Independent Information Technology Training Pty Limited	89 001 555 700
	Institute of Executive Coaching and Leadership Australia Pty Ltd	47 110 136 448
	Integral Development Associates PTY LTD	41 008 738 672
	Intelligence Pty Ltd Trading as New Intelligence	53 117 410 670
	Interaction Consulting Group Pty Ltd	82 064 623 543
J	J F Trust trading as Vantage Point Consulting	32 858 276 725
	Jeff Whalan Learning Group	81 138 658 429
	JennGen Consulting Pty Ltd	88 103 623 865
	John Robinson Consulting Services Pty Ltd	43 080 116 605
	Joint Strategies Pty Ltd	24 088 308 525
K	Kellogg Brown & Root Pty Ltd	91 007 660 317
	Kerry Juknaitis Consulting Pty Ltd	50 322 069 295
	Kirribilli Partners	77 451 687 750
	KPMG	51 194 660 183

APSC PANEL SERVICES – Learning and Development Panel

	Kurrajong Hill Pty Ltd	35 097 118 566
L	Learning Dimensions Network Pty Ltd T/as Safety Dimensions and Leadership Dimensions	37 060 597 284
	Learning Partnerships in Business Pty Limited	73 107 683 545
	Lincolne Holdings Pty Ltd as trustee for Lincolne Holding Trust trading as Pockets of Brilliance	11 453 996 521
	LINK Learning Pty Ltd, as Trustee for the LL Trust	76 569 643 251
	Linked Training Group Pty Ltd	54 082 867 954
	Living Planit Pty Limited	15 093 502 188
	Luke Michael Passfield trading as Strategic Insights Consulting	67 473 436 934
M	Magical Learning Pty Ltd	37 104 320 550
	Major Training Services Pty Ltd	57 064 001 270
	Management Services Australia Pty Ltd trading as Peak Performance PM	15 113 119 556
	Maree Petersen trading as Petersen Ink	32 829 316 174
	Margaret O'Malley Consulting	84 608 379 149
	McMillan Staff Development Pty Ltd	83 136 718 477
	Melbourne Business School Ltd	80 007 268 233
	Merit Solutions Pty Ltd as trustee for Merit Solutions Unit Trust	76 995 128 987
	Mike Pieloor and Associates Consulting (MPA Consulting)	79 156 346 121
N	Noetic Solutions Pty Limited	87 098 132 024
	Nous Group Pty Ltd	66 086 210 344
P	Pario Solutions Group Pty Ltd	83 129 885 776
	Pathfinder Project Management Pty Ltd	57 107 737 306
	People Foundations Consulting Group P/L	29 101 038 895
	People Measures Pty Ltd	28 119 083 224
	PeopleSense Pty Ltd	88 103 691 916
	PEPworldwide PTY LTD	71 131 451 280
	Pivot Solutions Pty Ltd (trading as The Pivot Institute)	72 132 294 127
	PSB Solutions Pty Ltd	23 111 685 093
Q	Quantam Solutions Pty Ltd	16 146 583 502
	Queensland University of Technology	83 791 724 622
R	R Smith Family Trust (Strategic Pathways Pty Ltd)	66 832 447 126

APSC PANEL SERVICES – Learning and Development Panel

	Results Consulting (Australia) Pty Ltd	46 080 165 224
	RTO Solutions Pty Ltd	83 126 636 780
S	SAGE Thinking	59 100 583 373
	Secretariat Australia Pty Ltd	61 097 692 110
	See Change Consulting	64 868 924 481
	Shane Carroll and Associates Pty Ltd	15 062 633 461
	SHL Australia Pty Limited	63 003 086 931
	Skillgate Learning Centres Group Pty Ltd	66 107 382 561
	SmarterKnowledge Pty Ltd	41 165 614 175
	SMS Consulting Group Ltd	17 006 515 028
	Spruikit Pty Ltd	63 141 196 429
	SRC Solutions Pty Ltd	75 088 487 898
	Strategic Leadership Pty Ltd	53 108 006 186
	Sue Adams Coaching and Facilitation Services	20 728 494 135
	Sunshine Coast Institute of TAFE	54 456 676 679
	Swinburne University of Technology	13 628 586 699
	Symmetra Pty Ltd	49 150 518 219
	Synergy Global Pty Ltd	16 121 791 437
T	TAFE NSW - Northern Sydney Institute	78 791 108 448
	TAFE NSW - South Western Sydney Institute	31 992 541 522
	TAFE NSW - North Coast Institute	70 158 535 753
	Tanner James Management Consultants Pty Ltd	91 063 977 284
	Team HR (Australia) Pty Ltd	47 082 242 762
	Team Systems Pty Ltd ATF Team Systems Family Trust	81 847 391 102
	Techniworks Action Learning Pty Ltd	54 087 861 103
	Tempo Strategies Pty Ltd	54 104 920 096
	The Australian and New Zealand School of Government	69 102 908 118
	The Benevolent Society	95 084 695 045
	The Cape Group Pty Ltd	26 108 435 392
	The Citadel Group Limited	79 127 151 026
	The Human Performance Company Pty Ltd	83 120 396 081

APSC PANEL SERVICES – Learning and Development Panel

	The Maura Fay Group	63 114 431 330
	The Open Door Coaching Group Pty Ltd	63 087 429 472
	The Trustee for Aspire Learning and Development Trust	96 942 328 757
	The Trustee for the People & Strategy Unit Trust trading as People & Strategy (ACT) Pty Ltd	74 758 894 644
	Third Horizon Consulting Pty Ltd	43 163 267 614
	TP3 Pty Ltd	71 091 667 417
	Transformed Pty Ltd	33 120 497 501
U	University of Canberra	81 633 873 422
	University of South Australia	37 191 313 308
V	van Meegen & Assoc Pty Ltd trading as Directions for Change	61 643 239 961
	VT Coach Pty Ltd	73 099 087 037
W	WE & PA Cameron Pty Ltd	84 008 560 638
	Wilton Hanford Hanover Pty Ltd	15 078 798 366
	Wisdom Learning Pty Ltd	90 100 891 307
	WM & KL Shacklock (Master Your Mind Resilience Training)	98 069 141 778
	Workforce Planning Australia - a division of MEGT (Australia) Ltd	85 006 266 280
	Workplace Research Associates Pty Ltd	11 083 481 298
Y	Yellow Edge Pty Ltd	25 099 253 255

## Learning and Development Panel Categories

The Learning and Development Panel is structured around six (6) broad Capability Elements for the delivery of training, including design, development and evaluation of training programs and two (2) Service Areas. Within each broad Capability Element are a number of related Skill Components identified as being important to the APS. Skill Components represent the competencies required of an employee to attain the capability.

Capability Elements and Service Areas relating to the Learning and Development panel are:

### **Capability Element 1: Communication and stakeholder engagement**

- Interpersonal Skills
- Public relations
- Reading and writing
- Relationship management
- Communications ICT

### **Capability Element 2: Leadership, people and performance**

- Leadership
- Coaching
- Performance management
- Training and career needs
- Recruitment
- Health and wellbeing
- Work health and safety
- Job analysis
- Administrative assistant skills

### **Capability Element 3: Governance and planning**

- Legal frameworks and compliance
- Ethical frameworks
- Administrative investigations
- Records management



**Capability Element 4: Organisational planning and strategy**

- Workforce planning
- Innovative thinking
- Policy development
- Program development
- Research skills

**Capability Element 5: Contracting, procurement, project planning and management, and risk management**

- Contracting and procurement
- Project management
- Risk management
- Disposal of assets (training in disposal of assets)

**Capability Element 6: Financial Management**

- Financial management
- Financial legislation
- Financial management ICT

**Service Area 1: Organisational learning needs analysis and evaluation services**

Delivering the following services:

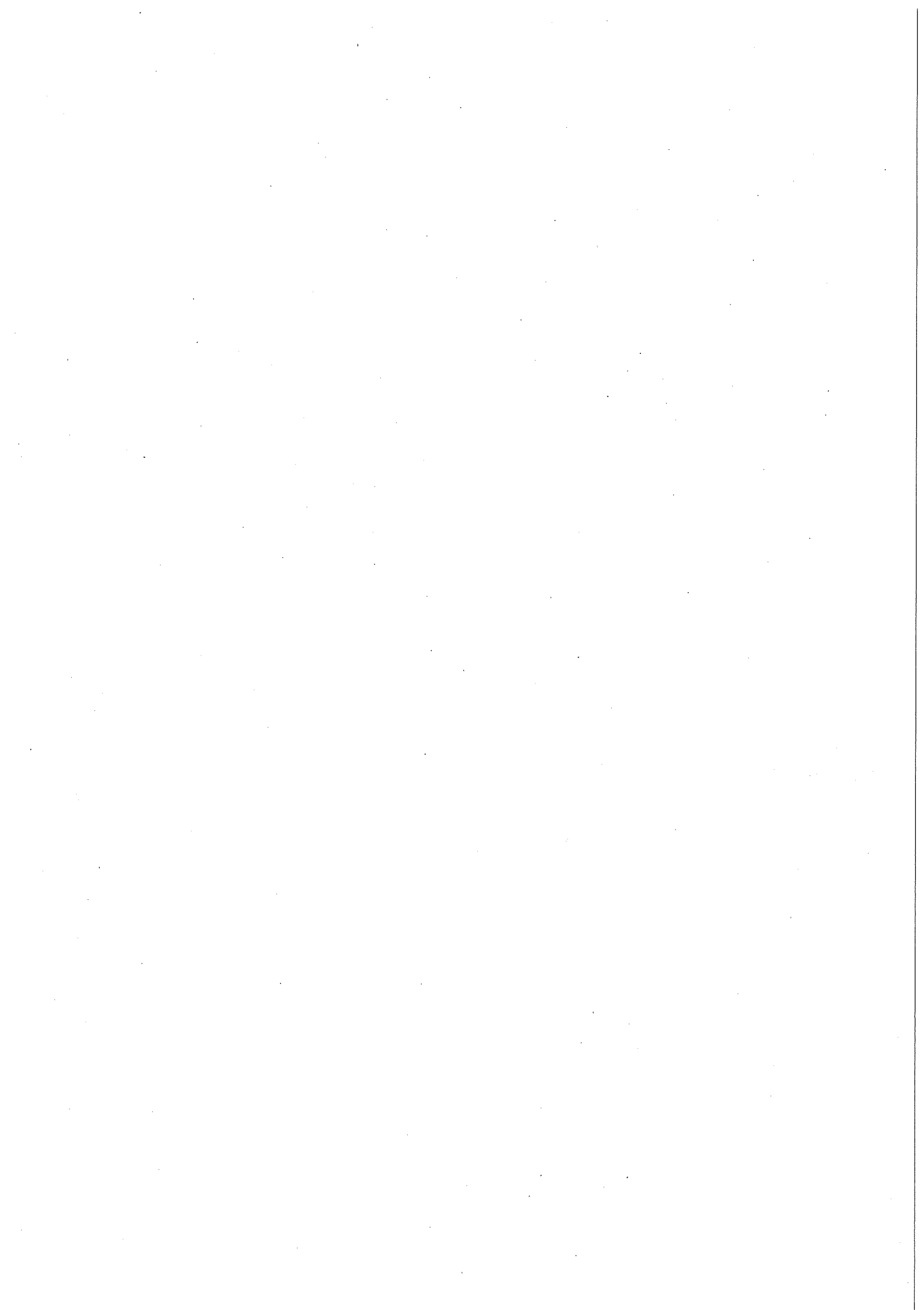
- analysis of current learning and development products and services and identification of skill gaps for agencies
- provision of specialist advice on training needs and strategies for fulfilling organisation capability requirements

Services are targeted at the organisational level, or a group within an organisation.

**Service Area 2: Coaching services**

Delivering the following services:

- coaching services at an individual or group level





## Business Services Panel SON1877081

Business Services Panel Supplier Details		ABN
<b>A</b>	Alliance Consulting Group Pty Ltd	59 074 042 050
	Analytics Group Pty Ltd	45 119 601 759
	Australian Institute of Management Western Australia Human Resources Development Centre Inc	98 928 669 029
	AuStrategies Pty Ltd	88 074 796 446
	Avril Henry Pty Ltd	21 103 649 010
<b>B</b>	Beasley Intercultural Pty Ltd	62 096 428 125
	Bendelta Pty Ltd	58 105 151 326
	Best Practice Consulting Pty Ltd	47 118 164 391
	Bull&Bear Special Assignments Pty Ltd	23 095 856 554
<b>C</b>	CEB International Holdings Inc	99 127 825 932
	Centre for Public Management Pty Ltd	74 069 287 136
	Chandler Macleod Group Limited	33 090 555 052
	Charterpoint Pty Ltd	44 076 633 200
	Cogent Business Solutions Pty Ltd	44 076 633 200
	Cordelta Pty Ltd	69 107 788 401
	CPM Reviews Pty Ltd	93 151 808 374
<b>D</b>	Deloitte Touche Tohmatsu	74 490 121 060
<b>E</b>	Effective People Pty Ltd	79 063 100 201
	Eric Davis and Associates Pty Ltd & Tecmark Pty Ltd t/as ZED Business Management	23 618 421 407
	Ernst & Young ("EY")	75 288 172 749
	Executive Development Pty Ltd trading as Upton Martin Consulting	28 338 726 118
	Executive Leadership Australia Pty Ltd	72 117 959 130
<b>F</b>	Fyusion Asia Pacific Pty Ltd	82 107 777 551
<b>G</b>	Grosvenor Management Consulting Pty Ltd	47 105 237 590
<b>H</b>	HWL Ebsworth Lawyers	37 246 549 189

APSC PANEL SERVICES – Business Services Panel

	HWLE Consulting Ptd Ltd	47 158 617 497
<b>I</b>	Interaction Consulting Group Pty Ltd	82 064 623 543
	ITNewcom Pty Ltd	50 077 613 828
<b>J</b>	JJM Holdings Pty Limited trading as Terrace Services	44 054 453 897
<b>K</b>	KPMG	51 194 660 183
<b>L</b>	Landell Corporation Pty Ltd	73 089 115 926
	Lincolne Holdings Pty Ltd as trustee for Lincolne Holding Trust trading as Pockets of Brilliance	11 453 996 521
<b>M</b>	Major Training Services Pty Ltd	57 064 001 270
	Mantis Industries Pty Ltd as trustee for Mantis Investment Trust trading as Projects Assured.	19 906 476 429
	Maree Bernadette Petersen (Petersen Ink)	32 829 316 174
	McGrathNicol Advisory Partnership	34 824 776 937
	Mercer Consulting (Australia) Pty Ltd	52 153 168 140
	Merit Solutions Pty Ltd as trustee for Merit Solutions Unit Trust	76 995 128 987
	Murphy Davis Consulting Group Pty Ltd as trustee for The Trustee for Anton Davis Family Trust	14 140 685 710
	MWH Australia Pty Ltd	17 007 820 322
<b>N</b>	NMM Professional Services Pty Ltd	33 127 493 930
	Noetic Solutions Pty Limited	87 098 132 024
	Nous Group Pty Ltd	66 086 210 344
<b>O</b>	Oakton Services Pty Limited	31 100 103 268
<b>P</b>	Pario Solutions Group Pty Ltd	83 129 885 776
	People Measures Pty Ltd	28 119 083 224
	PeopleSense Pty Ltd	88 103 691 916
	Predicate Partners Pty Limited	34 128 711 348
	PricewaterhouseCoopers	52 780 433 757
	Project Outcomes Pty Ltd	86 086 686 811
	Project Procure Pty Ltd	86 121 595 337
	Proximity Advisory Services Pty Ltd	92 147 937 844
	PSI Asia Pacific Pty Ltd	37 119 020 441
	Pumpky Pty Ltd ATF TCS Trust trading as The Consulting Space	41 331 629 976
	PwC Strategy& (Australia) Pty Ltd	11 130 171 658
<b>Q</b>	QinetiQ Pty Ltd	68 125 805 647

<b>R</b>	R Smith Family Trust (Strategic Pathways)	66 832 447 126
	Reinforcements (Management and Decision Support Services) Pty Ltd	73 325 346 632
	Resolution Consulting Services Pty Ltd	64 081 965 648
	Results Consulting (Australia) Pty Ltd	46 080 165 224
<b>S</b>	Secora (Australasia) Pty Limited	38 123 554 085
	Secretariat Australia Pty Ltd	61 097 692 110
	SeGar Consulting Pty Ltd	44 099 250 905
	Semaphore Alliance Pty Ltd	87 162 736 441
	SmarterKnowledge Pty Ltd	41 165 614 175
	SME Gateway Ltd	51 106 981 560
	SMS Consulting Group Ltd	17 006 515 028
	Steve Lancken Conflict Management Pty Ltd trading as Negocio Resolutions	21 158 098 554
	Synergy Group Australia Pty Ltd	65 119 369 827
<b>T</b>	Tanner James Management Consultants Pty Ltd	91 063 977 284
	Tempo Strategies Pty Ltd	54 104 920 096
	Terra Firma Pty Ltd	56 072 536 700
	The Boston Consulting Group Pty Ltd	70 007 347 131
	The Cape Group Pty Ltd	26 108 435 392
	The Citadel Group Limited	79 127 151 026
	The Customer Experience Company Pty Ltd	76 105 661 345
	The Human Performance Company Pty Ltd	83 120 396 081
	The Trustee for the People & Strategy Unit Trust trading as People & Strategy (ACT) Pty Ltd	74 758 894 644
	Third Horizon Consulting Pty Ltd	43 163 267 614
	TMS Consulting Pty Ltd	94 730 114 807
	TradeAid Pty Ltd trading as Qp3 Consulting	71 053 273 395
	Trisigma Pty Ltd	75 100 356 698
<b>U</b>	UNE Partnerships Pty Ltd	74 003 099 125
	University of Canberra	81 633 873 422
	Utilibiz Pty Ltd	68 121 202 757
	UXC Consulting Pty Ltd	83 121 920 938
<b>V</b>	van Meegen & Associates Pty Ltd trading as Directions for Change	61 643 239 961

	Wesley Maxwell Spencer	15 198 140 651
W	Workforce Strategies Pty Ltd	65 150 491 124
	Workplace Research Associates Pty Ltd	11 083 481 298
Y	Yellow Edge Pty Ltd	25 099 253 255

## Business Services Panel Categories

The Business Services Panel consists of specialised suppliers who can assist in developing the capability of an agency at an organisational level. Expert value adding services aim to improve organisational performance through combining an accurate assessment of business challenges, with tailored solutions and implementation plans. Panel suppliers bring independence and expertise to solving business problems that complement internal agency efforts.

The Panel is structured around five broad Business Categories that represent core areas of business services needs for government agencies. Within each Business Category are a number of related, and more specific, Service Areas:

### **Business Category 1: Business and organisational planning, development and management services**

- Business processes
- Human capital processes
- Financial management
- Stakeholder management

### **Business Category 2: Governance and planning services**

- Governance structures
- Compliance review
- Policy development
- Risk management
- Administrative investigations

### **Business Category 3: Procurement and contracting services**

- Procurement
- Contract management

### **Business Category 4: Project management services**

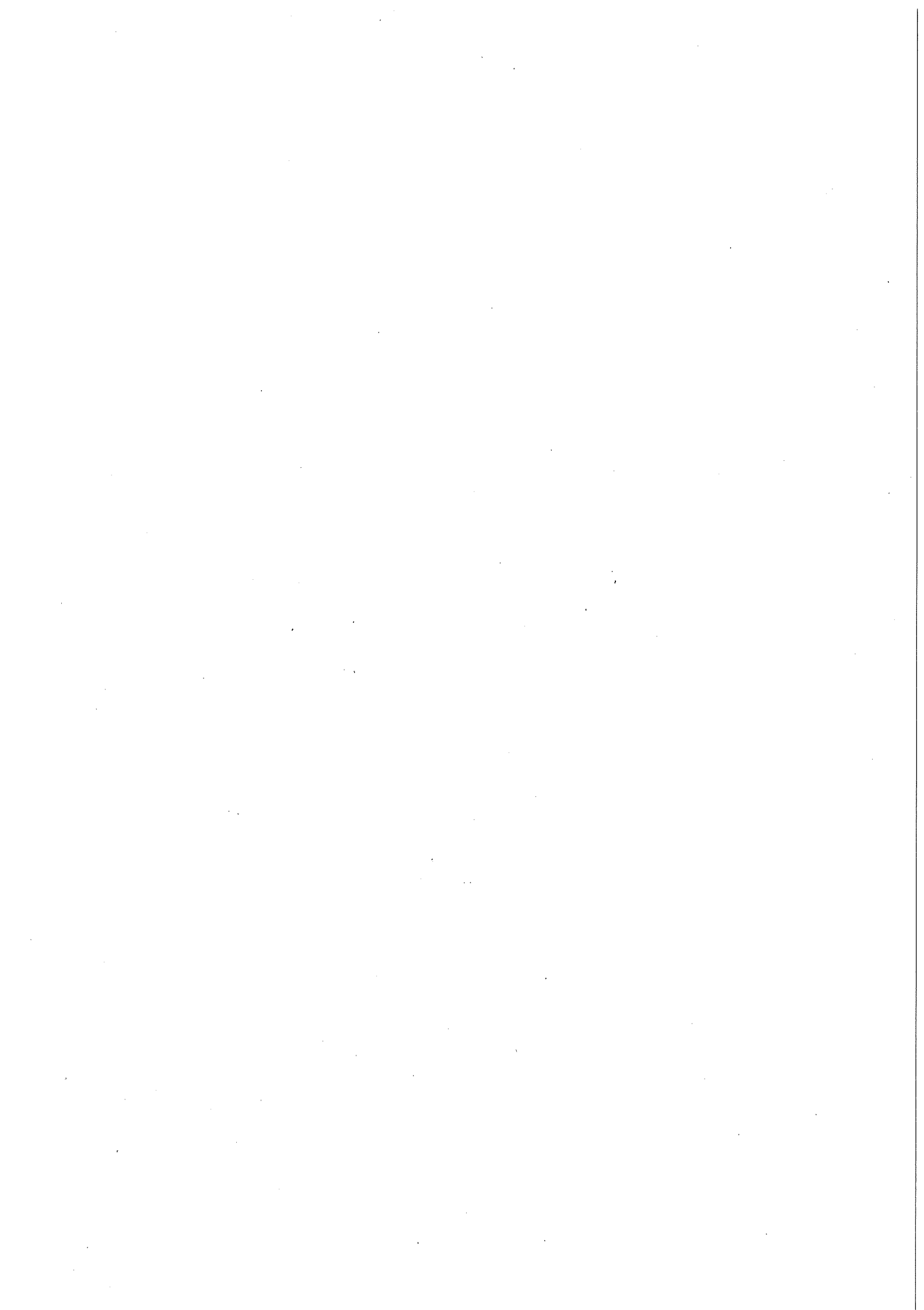
Delivering the following services:

- project initiation, planning, scheduling, facilitation and completion
- performance and quality management
- project stakeholder management
- development of project management frameworks and guidelines
- development and monitoring of project risk management plans
- development of project risk management frameworks and guidelines
- project reporting

### **Business Category 5: Facilitator services**

Delivering the following services:

- facilitation of meetings, conferences, planning days
- assisting in the resolution of individual or group interpersonal conflict







## eLearning Support Services and Solutions Panel SON1877091

eLearning Support Services and Solutions Panel Supplier Details		ABN
A	Australian Institute of Management NSW & ACT Training Centre Limited	74 002 526 007
	B Online Learning Pty Ltd	50 068 437 338
C	C-Learning Pty Ltd	29 099 882 292
	Cordelta Pty Ltd	69 107 788 401
	Cubic Consulting Pty Ltd	67 133 185 547
D	Darlo Learning Pty Ltd as trustee for Darlo Trust	79 081 992 359
E	ELMO Learning Services Pty Ltd	13 102 455 087
	Ethos CRS Consulting Pty Ltd	94 116 209 235
	Evolve Studios Pty Ltd	68 083 752 014
F	Flexible Learning Network Limited (Kineo Pacific)	91 155 963 250
	FutureTrain Pty Ltd	44 091 016 849
G	Global Vision Media Pty Ltd (The Trustee for GLOBAL VISION MEDIA TRUST)	81 327 941 708
I	icemedia Pty Ltd	32 065 027 956
	iLiquid Pty Ltd Trading as Liquid Interactive	36 121 985 117
	IMC Information Multimedia Communication AG	74 137 621 080
	Inspire Learning Group Pty Ltd trading as Inspire Group.	89 159 721 641
	Interact Learning Pty Ltd, trading as, e3Learning Solutions.	20 095 674 285
K	Kangan Institute trading as eWorks	44 434 746 781
	Kellogg Brown & Root Pty Ltd (KBR)	91 007 660 317
N	Navitas Professional Training Pty Ltd T/A Cadre Design	25 100 404 199
O	Openlearn Pty Ltd	43 069 939 948
S	Salesforce Australia Pty Ltd (Part of Salmat Limited)	30 006 688 955
	SMS Consulting Group Ltd	17 006 515 028
	Sprout Labs Pty Ltd	34 161 161 557
T	T2 Optimise Pty Ltd (Talent2)	60 096 734 744
	The Learning Deli Trust	12 918 256 412

## eLearning Support Services and Solutions Panel Service Areas

The eLearning Support Services and Solutions Panel can assist agencies with simple, one-off projects or complex ongoing implementations through all stages of the elearning cycle:

- identifying requirements
- consultancy
- content development
- content deployment and implementation
- learning management systems
- hosting solutions
- training on product management
- ongoing technical support
- ongoing evaluation and maintenance.

The eLearning Support Services and Solutions Panel covers four service areas:

**Service Area 1: Consultancy**

**Service Area 2: Content development and design**

**Service Area 3: Content deployment and learning management systems**

**Service Area 4: Product and technical training and support services**



## Research Services Panel SON1871051

Research Services Panel Supplier Details		ABN
A	ACIL Allen Consulting PTY LTD	68 102 652 148
	ARTD Pty Ltd	75 003 701 764
	Australian National University	52 234 063 906
C	Cudex Pty Ltd trading as Newspoll Market Research	12 002 987 920
	Curtin University of Technology	99 143 842 569
D	Design Managers Australia Pty Ltd	33 161 327 171
E	Enhance Management Pty Ltd trading as Enhance Research	67 074 335 381
G	Griffith University	78 106 094 461
H	Hall & Partners Open Mind Pty Ltd	28 130 990 288
K	Knowledge Management Pty Limited trading as INSIDE STORY	46 795 383 901
	KPMG	51 194 660 183
L	Lonergan Research Pty Ltd	34 138 789 401
M	Miles Morgan Australia	11 081 037 005
	Monash University	12 377 614 012
O	ORIMA Research Pty Ltd	77 076 347 914
P	Painted Dog Research Pty Ltd	69 127 671 087
	Piazza Research Pty Ltd	22 109 106 416
	PricewaterhouseCoopers	52 780 433 757
Q	Queensland University of Technology	83 791 724 622
R	RAND Corporation	44 399 638 935
	Roy Morgan Research Ltd	91 007 092 944
T	The University of New South Wales	57 195 873 179
	The University of Queensland	63 942 912 684
	Third Horizon Consulting Pty Ltd	43 163 267 614

## APSC PANEL SERVICES – Research Services Panel

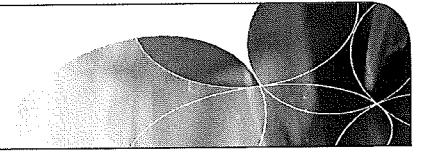
U	University of Canberra	81 633 873 422
	UOM Commercial Ltd	53 081 182 685
W	Wallis Consulting Group Pty Ltd	76 105 146 174
	Woolcott Research Pty Ltd	70 002 050 071

### Suppliers on the Research Services Panel provide the following services:

- public sector research project scoping, design and implementation
- quantitative data collection methods and implementation, including survey design and conducting surveys
- qualitative data collection methods and implementation, including the design and conduct of focus groups, structured interviews, and other qualitative data collection methods
- collection and analysis of secondary data including administrative data and other consolidated data (e.g., Australian Bureau of Statistics (ABS) data)
- developing methods and implementing accurate and reliable collation and analysis of research data
- modelling and forecasting
- preparation of research reports including the presentation of statistical and other data
- alternative methods of presenting research results with a particular focus on the visual presentation of research results

### Research through this Panel will primarily focus on:

- a. public sector governance;
- b. public sector reform;
- c. public sector administration;
- d. public sector organisational development, health and performance;
- e. public sector workforce capability – learning and development issues, human resources issues, workplace relations issues;
- f. public sector organisational demographics;
- g. public sector stakeholder opinion;
- h. effective government service delivery; and
- i. cross-government collaboration (both nationally and internationally).



## Executive Search and Recruitment Panel SON393566

Executive Search and Recruitment Panel Supplier Details		ABN
A	Adecco Australia Pty Ltd	91 006 253 336
	Big Fish Recruitment Pty Ltd	21 132 208 416
	Brooklyn International Group Pty Ltd	79 154 806 505
C	Cantlie Recruitment Services Pty Ltd	41 112 566 891
	Careers Multilist Limited	88 098 952 277
	Catch Recruitment Pty Ltd	98 065 200 362
	Chandler Macleod Group Ltd	33 090 555 052
	Clarius Group Limited	43 002 724 334
	Cordelta Pty Ltd	69 107 788 401
E	EWKi Partnership and EWKi Pty Ltd (The Spencer Family Trust & the Trustee for the Broadbent Family Trust, & the Trustee for the Lelliott Investment Trust)	91 220 164 729
	Executive Intelligence Group Pty Ltd	88 088 137 071
	Executive Search Pty Ltd	25 004 712 878
F	Finite Group APAC Pty Ltd trading as Finite Recruitment Pty Ltd	43 085 406 300
	Fish and Nankivell Ogilvie Watson Pty Limited	74 095 449 326
	Ford Kelly Executive Connection Pty Ltd	63 118 520 479
G	Gillian Beaumont Recruitment Pty Limited	58 107 780 683
H	Hardy Group International Pty Limited	49 103 645 512
	Hays Specialist Recruitment (Australia) Pty Limited	47 001 407 281
	Hudson Global Resources (Australia) Pty Limited	21 002 888 762
J	Jo Fisher Executive Pty Ltd	60 064 305 988
	Judith Carpenter and Associates Pty Ltd	39 077 927 201
	McArthur (QLD) Pty Ltd	51 078 078 341
P	Paper Shuffle Pty Ltd	21 102 760 056
	Price Consulting Group Pty Ltd	51 120 115 666
R	Rossarden Pty Ltd and Ian Hansen & Associates	47 008 652 391

APSC PANEL SERVICES – Executive Search and Recruitment Panel

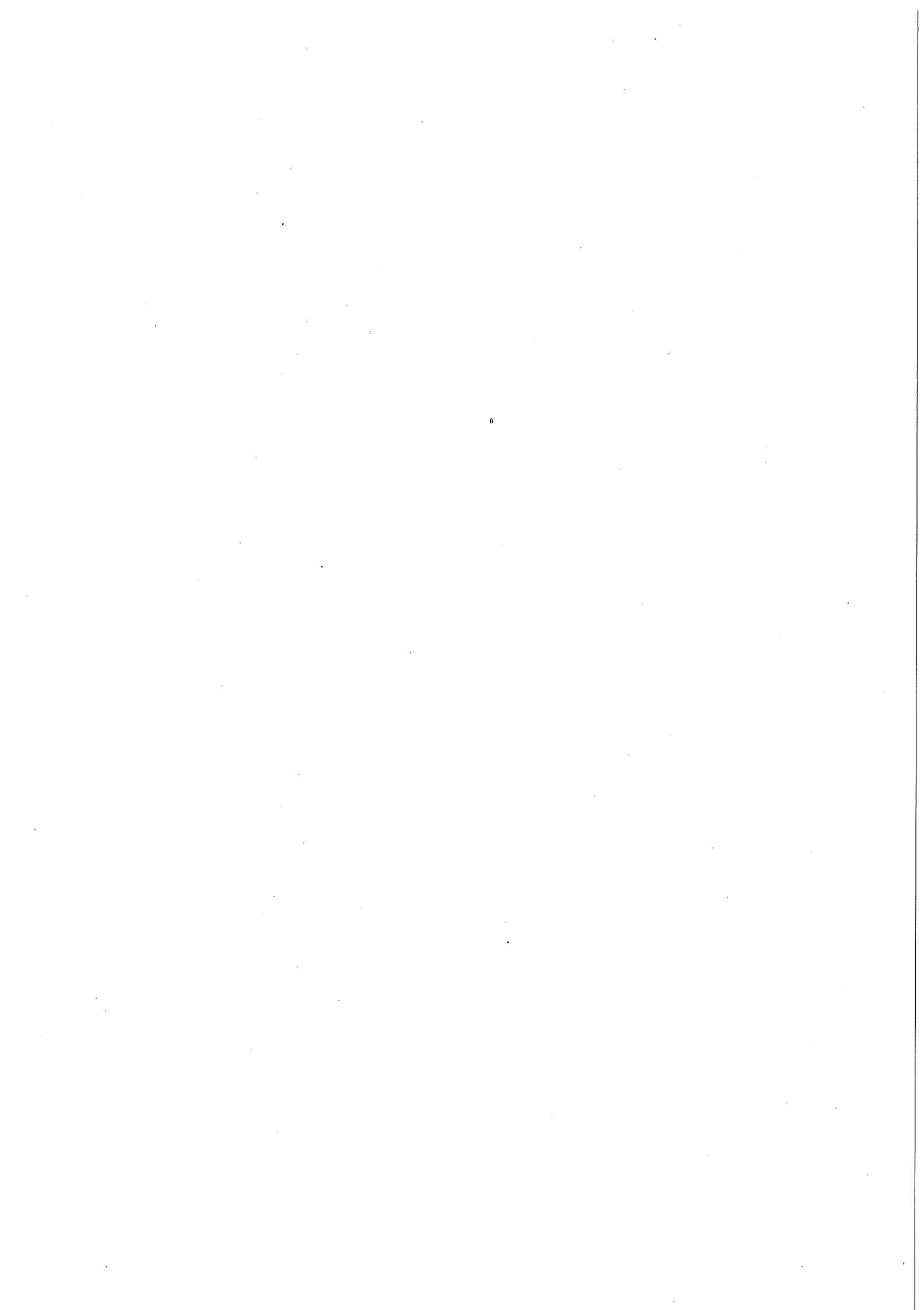
S	Stillwell Management Consultants Pty Ltd	85 098 445 571
T	The Futures Group Pty Ltd	95 076 275 020
	The Trustee for The Brooklyn Trust	40 477 387 534
	The Trustee for The Trustee for the Forrest Family Trust trading as Active Injury Management (WA) Pty Ltd and Active Employment Services	49 698 025 462
V	Ventrack Pty Ltd	85 075 520 044
W	Wallage Recruitment Group Pty Ltd	36 006 773 520
	Watermark Search International Pty Ltd	42 115 586 144
	Williams, David John trading as Kurtis Paige Initiatives	96 952 329 098
	Workplace Research Associates Pty Ltd	11 083 481 298

## Executive Search and Recruitment Panel

The Executive Search and/or Recruitment suppliers are familiar with requirements related to employment in the APS and other levels of Government.

**Suppliers provide any or all of the following professional Executive Search and/or Recruitment services:**

- Planning, timeframes and position analysis; including project planning and timeframes, position capability requirements and preparation of relevant documents including position requirements, job descriptions and other relevant information for prospective candidates
- Advertising in accordance with the Department of Finance *Non-Campaign Recruitment Advertising Policy (2012)*, and marketing; including advertising and marketing approach and strategies and development of appropriate advertising documentation/text
- Provide advice to Selection Committees to shortlist and/or identify candidates; including assessment of applications, ranking of candidates for interview, identification of appropriate candidates in the market place locally and/or internationally, use of databases or other appropriate candidate sourcing tools
- Provide advice to Selection Committees to undertake the panel interview processes including assessment services (e.g. Psychometric Testing) and:
  - I. preparation of interview questions
  - II. panel establishment
  - III. assessment tools (if applicable)
- Reference Checks, including conducting reference checks on candidates and document findings
- Assist the Selection Committee to prepare reports on candidate selection; including preparation of candidate selection report and recommendations to the satisfaction of the relevant SES selection advisory committee
- Assist the Selection Committee to provide candidate feedback; including the provision of feedback to unsuccessful candidates.







## Capability Development Panel

### AusTender – Standing Offer Notice: SON200003

Capability Development Panel Supplier Details	ABN
2nd Road Pty Ltd	47 100 405 918
4Points	97 146 548 150
<b>A</b> Academic & General Staff Pty Ltd	14 104 059 270
Achieve Global Australia / Entity Name: PLS Australia Pty Ltd	14 091 054 358
Acorn Training & Consulting / Entity Name: Acorn Training Services Pty Ltd	34 073 999 185
Active Operations Management Australia PTY LTD / Entity Name: The Trustee for AOM Australia Trust	36 898 669 229
AHRI / Entity Name: Australian Human Resources Institute Limited	44 120 687 149
Allegany Consulting Pty Ltd	67 110 356 048
Alliance Consulting Group	59 074 042 050
Amanda Horne Pty Ltd	45 105 694 880
ANZSOG Institute for Governance at the University of Canberra / Entity Name: University of Canberra	81 633 873 422
Apis Group Pty Ltd	91 125 472 899
Aspire Learning and Development / Entity Name: The Trustee For Aspire Learning And Development Trust	96 942 328 757
Aurecon Australia Pty Ltd	54 005 139 873
Australian Capital Training Group Pty Ltd	72 067 542 312
Australian Catholic University Ltd	15 050 192 660
Australian Institute of Management NSW & ACT Training Centre Ltd	74 002 526 007
The Australian National University	52 234 063 906
AuStrategies	88 074 796 446
Axialent APAC Pty Ltd	83 129 942 838

Capability Development Panel Supplier Details		ABN
B	Balanix Solutions Pty Ltd	12 116 080 034
	Banister Consulting Solutions Pty Ltd	60 128 657 643
	Bayley & Associates Pty Ltd	41 262 695 229
	Be Learning Pty Ltd	50 086 893 647
	Beasley Intercultural Pty Ltd	62 096 428 125
	Bendelta Pty Ltd	58 105 151 326
	Beyond The Break Australia Pty Ltd	70 128 792 521
	Bioss International (Australia) Pty Ltd	51 086 159 711
	Booz & Company / Entity Name: Booz & Company (Aust) Pty Ltd	11 130 171 658
	Building Indigenous Capability Pty Ltd	53 112 926 137
	Bull & Bear Special Assignments Pty Ltd	23 095 856 554
C	Cameron and Associates / Entity Name: W.E. & P.A. Cameron Pty Ltd	84 008 560 638
	CAMILLS Consulting	51 530 717 832
	Carole V & Associates Pty Ltd	39 132 359 669
	Centre For Career Development Pty Ltd	52 105 387 095
	Centre for Leadership Excellence / Entity Name: Deborah Lea Nanschild	31 686 470 710
	Centre For Public Management Pty Ltd	74 069 287 136
	Chandler Macleod / Entity Name: Chandler Macleod Consultants Pty Ltd	55 003 061 710
	Changedrivers Pty Ltd	13 083 201 334
	Charmjoy Pty Ltd	44 009 654 353
	Chris Adams & Associates	23 772 056 337
	CIT Solutions Pty Ltd	25 008 645 823
	CLE Consulting Australia	91 816 569 901
	Coach & Co Pty Ltd	13 748 975 693
	Codarra Advanced Systems Pty Ltd	81 008 651 723

Capability Development Panel Supplier Details		ABN
	Communication Knowhow / Entity Name: Anne Jenkin & Associates Pty Ltd	22 060 474 400
	Communio Pty Ltd	49 105 208 428
	CPM Review Pty Ltd	93 151 808 374
	Cultural Diversity Services Pty Ltd - also T/A Robert Bean Consulting	69 063 582 267
	Cypice Pty Ltd T/a Berrico Consultants	51 008 623 238
D	Davidson Trahaire Corpsych Accor Services	61 003 536 472
	DBM Australia Ltd	32 069 195 428
	Deakin Prime / Entity Name: Deakin University through DeakinPrime	56 721 584 203
	Deloitte Touche Tohmatsu	74 490 121 060
	Directions for Change / Entity Name: Van Meegen and Associates Pty Ltd	61 643 239 961
	Diversity @ Work Pty Ltd	28 122 935 648
	Dominic Downie and Associates	35 115 138 166
	The Donington Group Pty Ltd	92 099 064 874
	Dream Think Do / Entity Name: Spectrum Australia Pty Ltd	81 116 517 803
E	Effective People Pty Ltd	79 063 100 201
	Emergence Trust / Entity Name: The Trustee for the Emergence Trust	63 745 007 549
	Ernst and Young	75 288 172 749
	Erwood Accelerated Purchasing / Entity Name: Ken Erwood and Associates Pty Ltd	28 080 005 125
	ESI International Pty Ltd	36 111 076 889
	Evalua Pty Ltd	33 096 164 313
	Evolve Studios Pty Ltd	68 083 752 014
	Executive Central Group Pty Ltd	51 114 633 608
	Executive Intelligence Group Pty Ltd	88 088 137 071

Capability Development Panel Supplier Details		ABN
	Executive Leadership Australia Pty Ltd	72 118 959 130
F	Focused Future	37 821 016 990
	Focusworks	54 186 034 279
	Foundation Technology Services Pty Ltd	23 101 129 588
	Fyusion Asia Pacific Pty Ltd	82 107 777 551
G	Gerard Daniels Australia Pty Ltd	44 560 529 078
	Global Learning Pty Ltd	61 002 548 709
	Global Training Institute Pty Ltd	74 111 214 610
	Goal Professional Services Pty Ltd	65 122 098 695
	Government 101	57 346 039 867
	Grahame Cook Consulting Pty Ltd	59 132 859 977
	Greg Seberry & Associates Pty Ltd	36 083 888 420
	Grosvenor Management Consulting Pty Ltd	47 105 237 590
H	Hansen & Searson Executive Search / Entity Name: Paper Shuffle Pty Ltd	21 102 760 056
	Hay Group Pty Ltd	28 005 901 977
	Hive Management Group Pty Ltd	27 126 635 729
	Hub Consulting Pty Ltd	44 080 778 098
	Hudson Global Resources (Aust) Pty Ltd	21 002 888 762
	Hugh Watson Consulting Pty Ltd	68 095 075 004
	The Human Resources Department / Entity Name: Mark Dignam and Associates Pty Ltd	39 070 160 440
	Human Resource Training / Entity Name: HRD Consulting Australasia Pty Ltd	68 121 890 917
	Human Dymensions Pty Ltd	34 123 347 080

**Capability Development Panel Supplier Details****ABN**

I	Ian Demack	44 834 328 060
	Innovative Skills Enterprises	35 840 080 137
	Institute of Public Administration Australia - NSW Division (IPAA NSW)	13 432 812 038
	Intentional Training Concepts Pty Ltd	35 085 213 985
	Interaction Consulting Group Pty Ltd	82 064 623 543
	The Institute of Executive Coaching Australia Pty Ltd	47 110 136 448
J	Jakeman Business Solutions Pty Ltd	72 101 963 240
	JELK Solutions Pty Ltd	67 103 533 866
	JenAces Consulting / Entity Name: Jenara Eduarte and Adi Varanisesse Hunt	77 134 927 233
	JennGen Consulting Pty Ltd	88 103 623 865
	Jenny Oates & Associates Pty Ltd	31 087 484 419
	JF Trust (Vantage Point Consulting) Pty Ltd	32 858 276 725
	John Robinson Consulting Services Pty Ltd	43 080 116 605
	Joint Strategies Pty Ltd	24 088 308 525
	JTA International	76 091 591 294
	K	Kathy Jones & Associates Pty Ltd
KMR Consulting Pty Ltd		49 083 887 290
Knowledge Teams International Pty Ltd		82 107 065 976
KPMG		51 194 660 183
Kurtis Paige Initiatives		96 952 329 098

**Capability Development Panel Supplier Details****ABN****L**

Laurie Wilson & Associates Pty Ltd	51 119 976 028
Leadership Evolution / Entity Name: Silver Jar Pty Ltd	91 095 213 228
The Leadership Experience Pty Ltd	80 128 645 572
The Leader Factor Pty Ltd	95 101 047 643
Leadership Learning Dynamics	43 683 900 207
Leadership Management Australia Pty Ltd	93 005 018 084
Learning Partnerships in Business Pty Ltd	73 107 683 545
Lee Hecht Harrison Pty Limited	55 088 538 774
Lewis Troutman & Associates Pty Ltd	34 115 072 994
Lighthouse Corporate Coaching Pty Ltd	99 782 028 243
Link Asea Pty Ltd	20 130 355 510
LINK Learning / Entity Name: LINK Learning Pty Ltd as Trustee for the LL Trust	76 569 643 251
Living Planit Pty Ltd	15 093 502 188

**M**

Madison Cross Australia Pty Ltd	15 131 911 567
Magical Learning Pty Ltd	37 104 320 550
Major Training Services Pty Ltd	57 064 001 270
Management Consultancy International Pty Ltd	58 103 488 482
Margaret Anne Darcy	65 753 320 669
Marlow Hampshire Pty Ltd	99 058 229 986
Maura Fay Workshops / Entity Name: Maura Fay Productions Pty Ltd	63 114 431 330
Maxwell Consulting (ACT) Pty Ltd	26 090 126 962
MC2 Pacific Pty Ltd	23 113 305 892
McMillan Staff Development Pty Ltd	83 136 718 477
Melbourne Business School	80 007 268 233

Capability Development Panel Supplier Details		ABN
	Mental Nutrition	84 077 079 159
	Merit Solutions Pty Ltd	76 995 128 987
	Merryn Crawford Consulting / Entity Name: Merryn Lesley Crawford	92 023 029 358
	Molitorjames Group / Entity Name: The Trustee for Denny Crane Trust & The Trustee for Griswald Trust	28 436 497 729
	Monash University	12 377 614 012
	MP Personnel and Training / Entity Name: Julie Reid Management Pty Ltd	16 065 112 870
	MPS (Training) / Entity Name: Mitchell Personnel Solutions (Training) Pty Ltd	64 181 030 657
N	Natural Consulting / Entity Name: Wass, Melanie Evelyn	95 039 757 541
	Neuroleadership Group Pty Ltd	48 133 479 508
	New Horizons Learning Centre Sydney / Entity Name: Deanshine Pty Ltd	86 168 459 086
	New Intelligence / Entity Name: Intelligence Pty Ltd	53 117 410 670
	Noesis Learning / Entity Name: Noesis Learning Pty Ltd as Trustee for Juknaitis Castellari Family Trust	50 322 069 295
	Noetic Solutions Pty Ltd	87 098 132 024
	Northern Melbourne Institute of TAFE	50 230 165 243
	Nous Group Pty Ltd	66 086 210 344
O	Oakton Services Ltd	31 100 103 268
	ODS Management Consulting Pty Ltd	60 091 314 500
	The Open Door Coaching Group Pty Ltd	63 087 429 472
	Open Universities Australia Pty Ltd	97 053 431 888
	Optim Learning Solutions Pty Ltd / Entity Name: Trustee for the Mackie Family Trust	90 963 642 077
	ORIMA Research Pty Ltd	77 076 347 914

## Capability Development Panel Supplier Details

ABN

	ABN	
P	P7 Consulting Pty Ltd	50 114 933 309
	Palladium Consulting Pty Ltd	34 093 703 596
	Pario Solutions Group Pty Ltd	83 129 885 776
	People & Strategy (ACT) Pty Ltd	74 758 894 644
	People Knowledge Consulting / Entity Name: Girim Pty Ltd as trustee for Girim 1 Trust	87 080 157 902
	People Foundations Consulting Group Pty Ltd	29 101 038 895
	People Solutions Australasia Pty Ltd	70 136 653 560
	PEPWORLDWIDE Pty Ltd	71 131 451 280
	Precision Consultancy Pty Ltd	30 056 617 728
	Priority Management New South Wales / Entity Name: J.F. Keir Pty Ltd	81 003 966 747
	Pro-Fit Corporate Health Pty Ltd	23 836 435 391
	Professional Facilitators International Pty Ltd	69 077 028 267
	Project Outcomes Pty Ltd	86 086 686 811
	PSI Asia Pacific Pty Ltd	37 119 020 441
Psychology at Work / Entity Name: Enhance HR Pty Ltd	64 097 440 634	
Q	Queensland Chamber of Commerce and Industry Ltd	55 009 662 060
	Queensland University of Technology	83 791 724 622
R	R Smith Family Trust (Strategic Pathways)	80 008 637 581
	Recruitment Management Company Pty Ltd	80 093 950 853
	Redact / Entity Name: The Red Agency	32 003 435 470
	The Regional Development Company Pty Ltd	78 079 950 879
	Resolve Dispute Management / Entity Name: Jandawood Pty Ltd	92 078 979 763



Capability Development Panel Supplier Details		ABN
	Results Consulting (Australia) Pty Ltd	46 080 165 224
	Resurgence Pty Ltd	75 107 347 393
	Right Management Consultants Pty Ltd	82 006 132 163
	RMIT University / Entity Name: Royal Melbourne Institute of Technology	49 781 030 034
	Robert Brennan & Associates	36 624 557 140
	Ross Begbie and Associates Pty Ltd	36 008 619 574
S	Sapere Research Group Ltd	50 096 242 581
	Sarden Group Pty Ltd	43 099 051 699
	Sarina Cuttone HR Consultant Pty Ltd	31 123 617 612
	Second Base / Entity Name: Nea Zoe Limited	Exempt
	Secretariat Australia / Entity Name: Secretariat Australia Pty Ltd	61 097 692 110
	Semann Slattery and Associates Pty Ltd	63 108 669 718
	Shane Carroll & Associates Pty Ltd	15 062 633 461
	SHL Australia Pty Ltd	63 003 086 931
	SMS Management & Technology / Entity: SMS Consulting Group Ltd	17 006 515 028
	St James Ethics Centre	83 637 740 533
	Sunshine Coast Institute of TAFE	54 456 676 679
	Swinburne University of Technology	13 628 586 699
	Stolmack Group / Entity: The Trustee for Seed Trust (formerly Exceptional Talent)	28 832 313 458
	T	Talent Drain (Australia) Pty Ltd
Talkforce Consultants and Trainers Pty Ltd		45 104 464 468
Tanner James Management Consultants Pty Ltd		91 063 977 284
Team HR (Australia) Pty Ltd		47 085 242 762
Team Systems Pty Ltd / Entity Name: Team Systems Pty Limited ATF Team		81 847 391 102

**Capability Development Panel Supplier Details****ABN**

Systems Family Trust

Telos Partners Australia Pty Ltd

60 106 202 715

Tempo Strategies / Entity Name: Palm Consulting Group Pty Ltd

54 104 920 096

Third Horizon Trust / Entity Name: Third Horizon Consulting Partners Pty Ltd

77 149 865 113

The Training Link

30 080 292 333

The Trillium Group, a division of SFHH ADR Inc.

86 807 984 839

TMS Consulting

94 730 114 807

Toto Business Solutions Pty Ltd

53 108 796 854

TP human capital Pty Ltd

41 099 640 507

TP3 Pty Ltd

71 091 667 417

Transformed Pty Ltd

33 120 497 501

**U**

UNE Partnerships Pty Ltd

74 003 099 125

The University of New South Wales

57 195 873 179

Upton Martin Consulting / Entity Name: Executive Development Pty Ltd

28 338 726 118

**V**

Veritas Alliance Pty Ltd

77 096 415 600

Verne Ordman &amp; Associates Pty Ltd

97 078 313 863

Victoria University

83 776 954 731

Vivat Learning Pty Ltd

44 130 762 739

VT Coach Pty Ltd

73 099 087 037

**W**

Walter Turnbull

90 613 256 181

Workforce Planning Australia / Entity Name: The Trustee for the WPA Trust

80 133 162 035

Workplace Research Associates Pty Ltd

11 083 481 298

**Capability Development Panel Supplier Details**

**ABN**

Y

Yellow Edge Pty Ltd

25 099 253 255

