

SENATE STANDING COMMITTEE ON LEGAL AND CONSTITUTIONAL AFFAIRS ATTORNEY-
GENERAL'S PORTFOLIO

Program: Portfolio

Question No. AE16/081

Senator Ludwig asked the following question at the hearing on 9 February 2016:

Since the change of Prime Minister on 14 September, 2015:

Please provide the following information in relation to executive coaching and/or other leadership training services purchased by each department/agency:

1. Total spending on these services
2. The number of employees offered these services and their employment classification
3. The number of employees who have utilised these services, their employment classification and how much study leave each employee was granted (provide a breakdown for each employment classification)
4. The names of all service providers engaged
5. For each service purchased from a provider listed under (4), please provide:
 1. The name and nature of the service purchased
 2. Whether the service is one-on-one or group based
 3. The number of employees who received the service and their employment classification
 4. The total number of hours involved for all employees (provide a breakdown for each employment classification)
 5. The total amount spent on the service
 6. A description of the fees charged (i.e. per hour, complete package)
6. Where a service was provided at any location other than the department or agency's own premises, please provide:
 1. The location used
 2. The number of employees who took part on each occasion (provide a breakdown for each employment classification)
 3. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
 4. Any costs the department or agency's incurred to use the location
7. In relation to education/executive coaching and/or other leadership training services paid for by the department what agreements are made with employees in regards to continuing employment after training has been completed?
8. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

The answer to the honourable senator's question is as follows:

1: For the period 14 September 2015 to 9 February 2016 the portfolio expended funds on executive coaching and leadership training as set out in the table below.

Executive coaching and leadership training includes: all training related to leadership of people and teams.

Department/Agency	Total spending on services
Attorney-General's Department	\$244 253.19*

Department/Agency	Total spending on services
Australian Government Solicitor	\$27 879
Administrative Appeals Tribunal	Nil
Australian Crime Commission	\$28 523
Australian Commission for Law Enforcement Integrity	\$31 168.50
Australian Federal Police	\$74 607.60
Australian Financial Security Authority	\$14 406
Australian Human Rights Commission	Nil
Australian Institute of Criminology	Nil
Australian Law Reform Commission	Nil
Australian Security and Intelligence Organisation	\$194 514
AUSTRAC	\$36 278
Commonwealth Director of Public Prosecutions	\$126 988.39
CrimTrac	\$29 067.75
Federal Court of Australia	Nil
Family Court and Federal Circuit Court	Nil
High Court of Australia	Nil
National Archives of Australia	\$8363.64
Office of the Australian Information Commissioner	\$6209.10
Office of Parliamentary Counsel	\$3465
Royal Commission into Trade Union Governance and Corruption	Nil

* Includes Royal Commission into Institutional Responses to Child Sexual Abuse (RCIRCSA) total spend.

2-3: Please see the portfolio's response in the table below. Providing a response to the part of question 3 relating to the amount of study leave each employee was granted would be an unreasonable diversion of resources.

Department/Agency	The number of employees offered these services and their employment classification	The number of employees who have utilised these services and their employment classification	
Attorney-General's Department*	All AGD employees have the opportunity to apply for various coaching and leadership development opportunities.	3 19 94 58 32 11 8	SES Band 2 SES Band 1 Executive Level 2 Executive Level 1 APS6 APS5 APS4

Department/Agency	The number of employees offered these services and their employment classification		The number of employees who have utilised these services and their employment classification	
Australian Government Solicitor	All AGS employees have the opportunity to apply for various coaching and leadership development opportunities.		0 1 5 0	SES Band 2 SES Band 1 Executive Level 2 Executive Level 1
Administrative Appeals Tribunal	Nil			
Australian Crime Commission	3 11 7 1	SES Band 2 SES Band 1 Executive Level 2 Executive Level 1	2 4 7 1	SES Band 2 SES Band 1 Executive Level 2 Executive Level 1
Australian Commission for Law Enforcement Integrity	1 1	SES Band 1 APS5	1 1	SES Band 1 APS5
Australian Federal Police	All** All**	Executive Level Band 5-7	4 4	Executive Level Band 5-7
Australian Financial Security Authority	1 7	SES Band 2 SES Band 1	1 7	SES Band 2 SES Band 1
Australian Human Rights Commission	Nil			
Australian Institute of Criminology	Nil			
Australian Law Reform Commission	Nil			
Australian Security and Intelligence Organisation	4 9 18 33 27 5	SES Band 2 SES Band 1 EL2 EL1 AE6 AE5	4 9 18 33 27 5	SES Band 2 SES Band 1 EL2 EL1 AE6 AE5
AUSTRAC	0 0 3 6 13	SES Band 2 SES Band 1 Executive Level 2 Executive Level 1 APS 6 & 5	0 0 3 6 13	SES Band 2 SES Band 1 Executive Level 2 Executive Level 1 APS 6 & 5
Commonwealth Director of Public Prosecutions		All CDPP employees have the opportunity to apply for various coaching and leadership development	5 18 29 9	SES Band 2 SES Band 1 Executive Level 2 APS5

Department/Agency	The number of employees offered these services and their employment classification		The number of employees who have utilised these services and their employment classification	
		opportunities		
CrimTrac	1 2 34	SES Band 1 Executive Level 2 Executive Level 1	1 1 4	SES Band 1 Executive Level 2 Executive Level 1
Federal Court of Australia	Nil			
Family Court and Federal Circuit Court	Nil			
High Court of Australia	Nil			
National Archives of Australia	24 52	Executive Level 2 Executive Level 1	1 1	Executive Level 2 Executive Level 1
Office of the Australian Information Commissioner	1 2 1	Executive Level 2 Executive Level 1 APS 6	1 2 1	Executive Level 2 Executive Level 1 APS 6
Office of Parliamentary Counsel	1	Executive Level 2	1	Executive Level 2

*RCIRCSA services offered to all classifications above APS6.

**Opportunity offered through an Expression of Interest.

4-6: Please see the Attorney-General's Department's response in the table below. For the remainder of the portfolio, to attempt to provide the level of detail requested for these questions would involve an unreasonable diversion of resources.

Department /Agency	Service provider	Name/nature of the Service	One-on-one/ group based	Number of employees/ classification	Total hours (combined total of all who attended)	Total amount spent	Description of fees charged	Location used	Number of employee/classification	Total hours	Location costs
Attorney-General's Department	National Institute of Dramatic Art (NIDA)	NIDA Influential Women	Group based	1 x SES B2	16	\$2395	Complete package	Melbourne	1 x SES B2	16	Nil
	Jeff Whalan Learning Groups (JWLG)	Learning Group annual membership	Group based	3 x SES B1 1 x EL2 (PLO)	240	\$40 260	Complete package	Venues in various capital cities as part of JWLG program arrangements	3 x SES B1 1 x EL2 (PLO)	240	Nil
	ANZSOG	Executive Master of Public Administration	Group based	1 x SES B1	2 year program	\$45 929.35	Complete package	Venues in various capital cities both domestically and internationally (NZ)	1 x SES B1	2 year program	All travel and incidentals are captured within program costs
	Cranlana	Cranlana Colloquium	Group based	2 x SES B1	40	\$11 770	Complete package	Canberra	2 x SES B1	40	Nil
	Deborah May Pty Ltd	Coaching	One-on-one	1 x SES B1 1 x EL2	2	\$1210	Per hour	Canberra	1 x SES B1 1 x EL2	2	Nil
	Orijen Pty Ltd	Women in ICT – Coaching Program	One-on-one	1 x EL1	Nil	\$4990	Complete package	Canberra	1 x EL1	-	Nil
	Yellow Edge	Executive Coaching	One-on-one	1 x EL1	2	\$770	Per hour	Canberra	1 x EL1	2	Nil

Department /Agency	Service provider	Name/nature of the Service	One-on-one/ group based	Number of employees/ classification	Total hours (combined total of all who attended)	Total amount spent	Description of fees charged	Location used	Number of employee/classification	Total hours	Location costs
	Tattooed Media Pty Ltd	Executive Coaching	One-on-one	1 x SES B1 (Arts)	3	\$660	Per hour	Canberra	1 x SES B1 (Arts)	3	Nil
	Yellow Edge Pty Ltd	Supportive Leadership Program	Group based	2 x EL2 6 x EL1 4 x APS6 3 x APS5 2 x APS4	255	\$5775	Complete package	Canberra	2 x EL2 6 x EL1 4 x APS6 3 x APS5 2 x APS4	255	Nil
	ODS Management and Consulting	Foundations of Leadership	Group based	10 x EL1 24 x APS6 8 x APS5 6 x APS4	720	\$21 337.03	Complete package	Canberra	10 x EL1 24 x APS6 8 x APS5 6 x APS4	720	Nil
	Yellow Edge*	Workshop	Group based	21 x EL1 19 x EL2	560	\$4555.07	Complete Package	Own location	21 x EL1 19 x EL2	560	Nil
	ODS Management Consultants*	Workshop	Group based	10 x EL1 1 x EL2 4 x APS6	210	\$8733.40	Complete Package	Own location	10 x EL1 1 x EL2 4 x APS6	210	Nil
	Tempo Strategies*	Workshop	Group based	45 x EL2 1 x SES B2 4 x SES B1	350	\$9491.39	Complete Package	UNSW CBD Campus	45 x EL2 1 x SES B2 4 x SES B1	350	All travel and incidentals are captured within program costs
	Executive Central*	Coaching	One-on-one	1 x SES B1 1 x EL2	48	\$22 000	Complete package	Own location	1 x SES B1 1 x EL2	48	Nil
	Cynthia Palmer Executive Coach*	Coaching	One-on-one	7 x EL2	16	\$6666.66	Complete Package	Own location	7 x EL2	16	Nil
	Foresight Management Group*	Coaching	One-on-one	2 x SES B1	48	\$26 400	Complete Package	Own location	2 x SES B1	48	Nil

Department /Agency	Service provider	Name/nature of the Service	One-on-one/ group based	Number of employees/ classification	Total hours (combined total of all who attended)	Total amount spent	Description of fees charged	Location used	Number of employee/classification	Total hours	Location costs
	Paul Daniell Coaching*	Coaching	One-on-one	1 x EL1	8.5	\$2 125	Per hour	Own location	1 x EL1	8.5	Nil
	Kirribilli Partners*	Coaching	One-on-one	8 x EL1 16 x EL2 3 x SES B1 1x SES B2	82.25	\$25 365.79	Complete Package	Own location	8 x EL1 16 x EL2 3 x SES B1 1x SES B2	82.25	Nil
	Amanda Horne Pty Ltd*	Coaching	One-on-one	1 x SES B1	1.5	\$819.50	Per hour	Own location	1 x SES B1	1.5	Nil
	Right Consultancy*	Coaching	One-on-one	1 x EL2	9	\$3000	Per hour	Own location	1 x EL2	9	Nil
Australian Government Solicitor	KONNECT Learning	Distance Leadership Masterclass	Group based	1 x SES B1	15	\$2879	Complete package plus travel costs	Training venue by provider	1 x SES B1	15	Nil
	APSC	EL2 Leadership Expansion Program	Group based	5 x EL2	225	\$25 000	Complete package	Training venue by provider	5 x EL2	225	Nil
Australian Crime Commission	Australian Institute of Executive Coaching	Level One Coaching Accreditation	Group based	1 x EL1	22.5	\$3850		VIC			Nil
	Australian Institute of Executive Coaching	Executive Coaching	One-on-one	1 x SES Band 2 2 x SES Band 1	9	\$6930		ACT			Nil
	Mead Pty Ltd	Executive Coaching	One-on-one	1 x SES band 1	5	\$3025		ACT			Nil
	Veritas Alliance	Executive Coaching	One-on-one	1 x EL2	3	\$2178		ACT			Nil
	Workforce Planning Coaching	Executive Coaching	One-on-one	1 x EL2	3	\$1815		VIC			Nil
	Yellow Edge	Executive Coaching	One-on-one	6 x EL2 1 x SES Band 1	21	\$10 725		ACT, VIC, QLD, NT			Nil

Department /Agency	Service provider	Name/nature of the Service	One-on-one/ group based	Number of employees/ classification	Total hours (combined total of all who attended)	Total amount spent	Description of fees charged	Location used	Number of employee/classification	Total hours	Location costs
Australian Commission for Law Enforcement Integrity	Australia New Zealand School of Government (ANZSOG)	Executive Fellows Program	Group based	1 x SES Band 1	112.5	\$29 887		ACT			Included in course cost
	Australian Public Service Commission	Leading Small Teams	Group based	1 x APS 5	15	\$1281.50		ACT			Included in course cost
Australian Federal Police	Australian Institute of Police Management (AIPM)	Annual Jurisdictional contribution for AIPM post graduate courses	Nil	Nil	Nil	\$36 382		AIPM			Nil
	Australian Institute of Police Management (AIPM)	Developing Future Leaders	Group based	2 x Executive Level	10 days	\$7791.22		AIPM Premises			Included in package
	Australian Institute of Police Management (AIPM)	Nexus	Group based	4 x Band 5-7	12 days	\$13 190.92		AIPM Premises			Included in package
	Australian Institute of Police Management (AIPM)	Bridging the Gap	Group based	2 x Executive Level	16 days	\$17 243.46		AIPM Premises			Included in package
Australian Financial Security Authority	Tempo Strategies	Strategic Direction and Planning Services	One-on-one and group based	1 x SES Band 2 7 x SES Band 1	81	\$14 406		ACT			Nil

Department /Agency	Service provider	Name/nature of the Service	One-on-one/ group based	Number of employees/ classification	Total hours (combined total of all who attended)	Total amount spent	Description of fees charged	Location used	Number of employee/classification	Total hours	Location costs
Australian Security and Intelligence Organisation		Management and Leadership Programs	One-on-one and group based	4 x SES Band 2 9 x SES Band 1 18 x EL2 33 x EL1 27 x AE6 5xAE5	2593	\$194 514		Canberra			Nil
AUSTRAC	Australian Public Service Commission (APSC)	Conference - Australian Gov't Leadership Forum	Group based	1 x EL1	9	\$710				9	
	APSC	Training- Building relationships & engagement	Group based	1 x APS6	7.5	\$595				7.5	
	Yanna Rider Consulting	Training – Critical thinking skills	Group based	1 x APS 5	24	\$1200				24	
	Australian Institute of Management	Training- Dealing with difficult behaviours	Group based	1 x APS6	7.5	\$700				7.5	
	Living Planit Pty Ltd	Training- Project Management Practice	One-on-one	1 x EL1	37.5	\$2820.00				37.5	
	Criterion Conferences	Conference- Enhancing public sector performance management	Group based	1 x EL2	16	\$2968.90				16	
	APSC	Training – Essential for new team leaders	Group based	1 x APS6	15	\$1165.00				15	

Department /Agency	Service provider	Name/nature of the Service	One-on-one/ group based	Number of employees/ classification	Total hours (combined total of all who attended)	Total amount spent	Description of fees charged	Location used	Number of employee/classification	Total hours	Location costs
	Konnect Learning	Training- Foundations of emotional intelligence	Group based	1 x EL2	9	\$1098.90				9	
	Australian Federal Police	Training – Reading people.	Group based	1 x APS6	16	\$1100.00				16	
	Being Human	Training- Change Management	Group based	2 x APS6	50	\$10 530.00				100	
			Group based	2 x EL1	50	\$11 115.00					
	APSC	Conference- Building a high performance APS	Group based	4 x APS 6	8.5	\$225				15	
			Group based	2 x EL1	4	\$100					
			Group based	1 x EL2	2.5	\$75					
	AIM	Training- Think on your feet	Group based	1 x APS6	15	\$1280				15	
	APSC	Training – Working effectively at the EL1 level	Group based	1 x APS6	7.5	\$595				7.5	
Commonwealth Director of Public Prosecutions	Bull & Bear Special Assignments Pty Ltd	To attempt to provide the level of detail requested for these questions would involve an unreasonable diversion of resources									
	Australian Public Service Commission										
Crimtrac	Australian Institute of Company Directors	Company Directors Course	Group based	1 x SES Band	30	\$6575.45		ACT			Nil
	Orijen Pty Limited And Department of Finance	Women in ICT - Coaching	Group based	3 x EL1	36	\$17 300		ACT			Nil

Department /Agency	Service provider	Name/nature of the Service	One-on-one/ group based	Number of employees/ classification	Total hours (combined total of all who attended)	Total amount spent	Description of fees charged	Location used	Number of employee/classification	Total hours	Location costs
	Centre for Public Management and Department Of Immigration And Border Protection	Women in Law Enforcement Strategy (WILES)-Mentoring	Group based	1 x EL1 1 x EL2	6	\$5192.30		ACT			Nil
	Australian Institute of Policy Management	Bridging the gap: from management to executive	Group based	1 x EL2	60	\$8895		NSW			\$470
National Archives of Australia	Australian Public Service Commission	Leadership Training	Group based	1 x EL2	48	\$5000	Complete package				
	Centre for Public Management	Leadership Training	Group based	1 x EL1	24	\$3363.64	Complete package				
Office of the Australian Information Commissioner	Australian Public Service Commission	Leading and Managing Small Teams	Group based	2 x EL 2	42	\$5127.28	Complete package	ACT	2 x EL 2	42	All inclusive
	Australian Public Service Commission	Working Effectively at EL2 Level	Group based	1 x EL 2	7	\$540.91	Complete package	ACT	1 x EL 2	7	All inclusive
	Australian Public Service Commission	Strategic Leadership	Group based	1 x APS 6	7	\$540.91	Complete package	ACT	1 x APS 6	7	All inclusive
Office of Parliamentary Counsel	Yellow Edge	Leadership coaching	One-on-one	1 x EL2	7	\$3465		ACT			

* Executive Coaching and/or other Leadership training services utilised by the RCIRCSA

7: AGD (including AGS) does not have agreements with employees in regards to continuing employment after training has been completed. For the remainder of the portfolio, to attempt to provide the level of detail requested for these questions would involve an unreasonable diversion of resources.

8: Please see the portfolio's response in the tables below. Only those agencies that granted graduate or postgraduate study leave are included.

Attorney-General's Department

Thirty nine employees were approved for graduate or post graduate study. The following table lists the programs for which study assistance was approved.

Program	Employees	Classification
Bachelor of Business Administration	1	EL1
	1	APS6
Bachelor of Human Resource Management	1	APS4
Bachelor of Information Technology	1	B1-2 (ICT Cadet)
Bachelor of Laws	1	APS6
	1	APS4
Bachelor of Politics and International Relations	1	APS5
CPA Program	1	APS6
Diploma of Project Management	1	APS6
Doctor of Philosophy	1	SLGL (EL1)
	1	EL1
Graduate Certificate of Law	1	APS6
Graduate Diploma in Legal Studies	1	EL1
Juris Doctor	2	APS5
Master of Information Systems Security	1	APS5
Master of International Law	1	SLGL (EL1)
	2	APS6
	1	APS5
Master of Laws	1	SLGL (EL1)
	1	EL1
	7	APS6
	3	APS5
Master of Legal Practice	1	APS5
Master of National Security Policy	2	APS6
Master of Politics and Public Policy	1	APS6
Masters in International Humanitarian Law and Human Rights	1	APS5
Masters of Liberal Arts	1	APS6
She Leads Diploma	1	APS6

Australian Government Solicitor (within AGD)

Ten employees were approved for graduate or post graduate study. The following table lists the programs for which study assistance was approved.

Program	Employees	Classification
Master of Law	2	APS6
Graduate Certificate in Organisational Coaching	1	SES B1
Master of International Law	1	APS6
PHD (Flying Start Intensive course)	1	EL1
Master of Applied Law	1	EL1
Masters of Employment and Labour Relations Law	1	APS6
Law Institute of Victoria Specialise Accreditation	1	EL2
Graduate Diploma in Competition and Consumer Law	1	EL1
Diploma of website management	1	APS6

Administrative Appeals Tribunal

Fifteen employees were approved for graduate or post graduate study. The following table lists the programs for which study assistance was approved. The figures marked with an asterisk (*) indicate where study approval was provided to the same employee. An additional column has also been added to indicate where study leave was approved and the number of days.

Program	Study leave (days) approved to be accessed	Employees	Classification
Graduate Diploma in Legal Practice	3	1	APS6
Master of Politics and Public Policy	5	1	APS6
Master of Human Rights Law and Policy	5	1	Exec Level 2
Practical Training Course (Graduate Diploma in Legal Practice)	5	1	APS3/4
Master of Arts (International Relations)	7	1	APS6
Graduate Certificate in Strategic Communications	2	1	APS6
Masters of Social Work (Qualifying)	2	1	APS3/4
Master of Laws (Juris Doctor)	2	1	APS3/4
Bachelor of Laws – graduate entry	5	1	APS3/4
Bachelor of Laws	4	1	APS3/4
Master of International Law and International Relations	0	1	APS3/4
Bachelor of Laws	6.93	1	Exec Level 2
Bachelor of Laws	3.5	1	APS6

Program	Study leave (days) approved to be accessed	Employees	Classification
Graduate Diploma of Legal Practice	0	1*	APS3/4*
Practical Legal Training Program	0	1*	APS3/4*
Graduate Certificate in Australian Migration Law and Practice	3	1	APS6
TOTALS	53.43	16	

Australian Crime Commission

Eleven employees were approved for graduate or post graduate study. The following table lists the programs for which study assistance was approved.

Program	Employees	Classification
Graduate Diploma - Intelligence Analysis	1	EL1
Graduate Diploma - Psychology	2	2 EL1
Bachelor - Behavioural Science	1	APS5
Bachelor - Law	1	APS6
Bachelor - Accounting	1	APS6
Bachelor - Arts (Psychology)	1	EL1
Bachelor - Engineering Software & Network Engineering	1	APS6
Master - Business	1	APS3
Master - Social Research (Science of Social Networks)	1	EL1
Master - Social Work	1	APS4

Australian Federal Police

Seventy employees were approved for graduate or post graduate study under the AFP Tertiary Study Assistance Scheme (Level 2).

The following table lists the programs for which study assistance was approved.

Program	Employees	Classification
Master of Investigations	1	Band 2
Bachelor of Laws	1	Band 3
Bachelor of Policing	1	Band 3
Bachelor of Social Science (Psychology)	1	Band 3
Doctor of Policing and Security	1	Band 3
Graduate Diploma Chartered Accounting	4	Band 3
Master of Arts	1	Band 3

Master of Arts (Intelligence Analysis)	1	Band 3
MSc Forensic Art	1	Band 3
Bachelor in Policing (Investigations)	1	Band 4
Bachelor of Criminology and Criminal Justice	1	Band 4
Bachelor of Laws	2	Band 4
Bachelor of Policing	3	Band 4
Doctor of Philosophy	1	Band 4
Graduate Certificate of Anti-Money Laundering & CT Financing	1	Band 4
Graduate Diploma of Legal Practice	1	Band 4
Master of International Security Studies	1	Band 4
Master of Investigations	1	Band 4
Master of legal Practice	1	Band 4
Masters in Ethics & Legal Studies	1	Band 4
Masters of Commerce	1	Band 4
Masters of Criminology and Criminal Justice	1	Band 4
Masters of Emergency Management	1	Band 4
Bachelor of Business	1	Band 5
Graduate Certificate of Anti-Money Laundering & CT Financing	1	Band 5
Graduate Diploma of Chartered Accounting	1	Band 5
Master in Business Administration	1	Band 5
Master of Asia-Pacific Studies (MAPS)	1	Band 5
Master of Policing, Intelligence and Counter Terrorism	1	Band 5
Masters of Emergency Management	1	Band 5
Post Graduate Diploma in Intelligence Analysis	1	Band 5
Doctor of Philosophy	2	Band 6
Master of Information Technology	1	Band 6
Master of Laws	1	Band 6
Bachelor of Arts	1	Band 7
Bachelor of Criminology & Criminal theory	1	Band 7
Bachelor of Science	1	Band 7
Degree in Security, Terrorism and Counter Terrorism	1	Band 7
Graduate Certificate - National Security Policy	1	Band 7
Graduate Diploma in Investigations	1	Band 7
Master of Business Leadership	1	Band 7
Master of International Relations	1	Band 7
Master of International Security Studies	1	Band 7
Master of National Security Policy (Advanced)	1	Band 7
Master of Terrorism and Security Studies	1	Band 7
Masters in Anti-Money Laundering & Counter-Terrorist Financing	1	Band 7
Masters in Juris Doctor (Law)	1	Band 7
Masters of Investigation	1	Band 7
MBA (Law Enforcement and Security)	1	Band 7
PhD in Computer Science	1	Band 7
Doctor of Information Technology	1	Band 8

Master of Business Leadership	1	Band 8
Master of International and Community Development	1	Band 8
Masters Business Administration (Human Resource Management)	1	Band 8
Masters of Law	1	Band 8
PhD - Restorative justice principles to civil litigation against police	1	Band 8
Post Grad Certificate (Management)	1	Band 8
Master of Cyber Security	1	EL
Master of Laws (Legal Practice)	1	EL
PhD (Law)	1	EL
Master of Business Administration	3	SES

Australian Financial Security Authority

Ten employees were approved for graduate or post graduate study. The following table lists the programs for which study leave was approved.

Program	Employees	Classification
Bachelor - Accounting	2	APS6
Bachelor - Business	1	APS6
Bachelor - Commerce	1	APS3
Bachelor - Commerce and Law	1	APS3
Master - Accounting	1	APS4
Master - Business Administration	1	EL1
Master - Laws	1	APS5
Master - Legal Practice	1	APS5
Master - Public Policy and Management	1	EL2

Australian Security and Intelligence Organisation

One hundred and six employees were approved for graduate study.

It is inappropriate to detail the study leave by staffing allocation and the degree or program title for reasons of national security. Note that all courses of study being undertaken by staff contribute to the Organisational goals and objectives and more broadly to the work being conducted within the National Security Community.

AUSTRAC

Three employees were approved for graduate or post graduate study. The following table lists the programs for which study assistance was approved.

Program	Employees	Classification
Masters of Public and International Law	1	APS5

Program	Employees	Classification
Graduate Certificate in Intelligence Analysis	1	APS4
Graduate Certificate in Project Management	1	APS4

Commonwealth Director of Public Prosecutions

Seven employees were approved for graduate or post graduate study. The following table lists the programs for which study assistance was approved.

Program	Employees	Classification
Bachelor - Law	3 2 1	APS 3 APS 4 (incl. 1 Federal Prosecutor 1) APS 5
Masters - Education	1	EL 1(Senior Federal Prosecutor)

CrimTrac

Four employees were approved for graduate or post graduate study. The following table lists the programs for which study assistance was approved.

Program	Employees	Classification
Bachelor - Management	1	Executive Level 1
Master – Information Sciences (Research)	1	Executive Level 1
Master – Business Administration	1	Executive Level 2
Master – Mobile Applications Development	1	Executive Level 1

Family Court and Federal Circuit Court

Twenty employees were approved for graduate or post graduate study. The following table lists the programs for which study assistance was approved.

Program	Employees	Classification
Bachelor – Arts - Psychology	2	APS 4
Bachelor of Laws	3 5 3	APS 3 APS 4 APS 5
Graduate Certificate in Business IT	1	APS 5
Graduate Diploma Legal Practice	2	APS 4
Graduate Diploma Psychology	1	EL 1
Masters of Laws	1	APS 5
Practical Legal Training Program	2	APS 4

National Archives of Australia

Eleven employees were approved for graduate or post graduate study. The following table lists the programs for which study assistance was approved.

Program	Employees	Classification
Bachelor of Accounting	1	APS5
Bachelor of Arts (Classical Studies)	1	APS5
Bachelor of Laws	1	APS4
Bachelor of Psychology	1	EL2
Graduate Certificate in Ethics and Legal Studies	1	EL1
Graduate Certificate Museum Studies	1	APS5
Master of Business Administration	1	EL1
Master of Museum and Heritage Studies	1	APS5
Masters of Strategic Studies	1	APS5
Masters of National Security Policy	1	APS6
Doctorate of Philosophy in Communication	1	EL1

Office of the Australian Information Commissioner

One employee was approved for graduate or post graduate study. The following table lists the program for which study assistance was approved.

Program	Employees	Classification
Diploma of Law	1	EL 2