

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

**Group: Written**

**Program: Whole-of-Portfolio**

**Question: BE14/163**

**Senator Ludwig asked the following question at the hearing on 26-29 May 2014:**

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from Supplementary Budget Estimates in November 2013 to 29 May 2014.

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. For each service purchased from a provider listed under (4), please provide:
  - a. The name and nature of the service purchased
  - b. Whether the service is one-on-one or group based
  - c. The number of employees who received the service and their employment classification
  - d. The total number of hours involved for all employees (provide a breakdown for each employment classification)
  - e. The total amount spent on the service
  - f. A description of the fees charged (i.e. per hour, complete package)
5. Where a service was provided at any location other than the department or agency's own premises, please provide:
  - a. The location used
  - b. The number of employees who took part on each occasion (provide a breakdown for each employment classification)
  - c. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification)
  - d. Any costs the department or agency's incurred to use the location
6. 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?
7. 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.

<b>Department/Agency</b>	<b>Total spending on services</b>
Attorney-General's Department	\$147,819
Administrative Appeals Tribunal	\$6,000
Australian Crime Commission	\$191,355
Australian Commission for Law Enforcement Integrity	\$11,651
Australian Federal Police	\$281,964
Australian Financial Security Authority	\$5,000
Australian Human Rights Commission	Nil
Australian Institute of Criminology	\$13,136
Australian Law Reform Commission	Nil
Australian Security Intelligence Organisation	\$261,350
Australian Transaction Reports and Analysis Centre	\$31,563
Commonwealth Director of Public Prosecutions	\$10,694
CrimTrac	\$105,767
Family Court of Australia/Federal Circuit Court	Nil
Federal Court of Australia	Nil
High Court of Australia	Nil
Office of the Australian Information Commissioner	\$2,810
Office of Parliamentary Counsel	\$3,839
National Archives of Australia	\$26,302
Australia Council for the Arts	\$38,795
Australian Film, Television and Radio School	Nil
Australian National Maritime Museum	Nil
Bundanon Trust	\$3,890
Creative Partnerships Australia	Nil
Museum of Australian Democracy/Old Parliament House	\$4,050
National Film and Sound Archive	\$880
National Gallery of Australia	Nil
National Library of Australia	Expenditure in the National Library of Australia's financial management system is recorded in such a way that to extract the relevant information would require an unreasonable diversion of agency resources.
National Museum of Australia	\$7,710
National Portrait Gallery of Australia	\$4,000
Screen Australia	Nil

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

<b>Department/Agency</b> Executive coaching and/or other leadership training services	<b>2. The number of employees offered these services and their employment classification</b>		<b>3. The number of employees who have utilised these services and their employment classification</b>	
Attorney-General's Department	1 1 7 17 5 1	Acting SES Band 3 SES Band 2 SES Band 1 Executive Level 2 Executive Level 1 APS6	1 1 7 17 5 1	Acting SES Band 3 SES Band 2 SES Band 1 Executive Level 2 Executive Level 1 APS6
Administrative Appeals Tribunal	1	Statutory Officer Holder	1	Statutory Officer Holder
Australian Crime Commission		All Australian Crime Commission employees have the opportunity to apply for various coaching and leadership development opportunities.	2 11 134 45 12 5 4 1 4	SES Band 2 SES Band 1 Executive Level 2 Executive Level 1 APS6 APS5 APS4 AP3 Secondes
Australian Commission for Law Enforcement Integrity	1 2 1	Commissioner SES Band 1 Executive Level 2	1 2 1	Commissioner SES Band 1 Executive Level 2
Australian Federal Police	77	SES Band 2, EL2-Band 6  To identify the number of staff in each classification would involve an unreasonable diversion of resources	77	SES Band 2, EL2-Band 6  To identify the number of staff in each classification would involve an unreasonable diversion of resources

Department/Agency Executive coaching and/or other leadership training services	2. The number of employees offered these services and their employment classification	3. The number of employees who have utilised these services and their employment classification
Australian Financial Security Authority	1 Executive Level 2	1 Executive Level 2
Australian Human Rights Commission	Nil Not applicable	Nil Not applicable
Australian Institute of Criminology	1 5 6 5 Director EL2 EL1 APS6	1 4 5 5 Director EL2 EL1 APS6
Australian Law Reform Commission	Nil Not applicable	Nil Not applicable
Australian Security Intelligence Organisation	1 1 24 6 10 24 SES Band 3 SES Band 2 SES Band 1 Executive Level 2 Executive Level 1 APS6	1 1 24 6 10 24 SES Band 3 SES Band 2 SES Band 1 Executive Level 2 Executive Level 1 APS6
Australian Transaction Reports and Analysis Centre	1 2 2 4 3 SES Band 2 SES Band 1 Executive Level 2 Executive Level 1 APS6	1 2 2 4 3 SES Band 2 SES Band 1 Executive Level 2 Executive Level 1 APS6
Commonwealth Director of Public Prosecutions	1 4 3 2 1 Director SES Band 1 Executive Level 2 Executive Level 1 APS6	1 4 3 2 1 Director SES Band 1 Executive Level 2 Executive Level 1 APS6
CrimTrac	3 18 37 12 SES Band 1 Executive Level 2 Executive Level 1 APS6	3 6 37 12 SES Band 1 Executive Level 2 Executive Level 1 APS6

Department/Agency Executive coaching and/or other leadership training services	2. The number of employees offered these services and their employment classification	3. The number of employees who have utilised these services and their employment classification
Family Court of Australia/Federal Circuit Court	Nil      Not applicable	Nil      Not applicable
Federal Court of Australia	Nil      Not applicable	Nil      Not applicable
High Court of Australia	20      Executive Level 2 12      Executive Level 1	14      Executive Level 2 12      Executive Level 1
Office of the Australian Information Commissioner	1      SES Band 1 1      Executive Level 2	1      SES Band 1 1      Executive Level 2
Office of Parliamentary Counsel	1      SES Band 2 1      Executive Level 2	1      SES Band 2 1      Executive Level 2
National Archives of Australia	25      Executive Level 2	9      Executive Level 2
Australia Council for the Arts	1      Band 6 2      Band IEA	1      Band 6 2      Band IEA
Australian Film, Television and Radio School	Nil      Not applicable	Nil      Not applicable
Australian National Maritime Museum	Nil      Not applicable	Nil      Not applicable
Bundanon Trust	Nil      Not applicable	2      Managers
Creative Partnerships Australia	Nil      Not applicable	Nil      Not applicable
Museum of Australian Democracy/Old Parliament House	1      SES Band 1 1      Executive Level 2	1      SES Band 1 1      Executive Level 2
National Film and Sound Archive	1      Chief Executive Officer	1      Chief Executive Officer
National Gallery of Australia	Nil      Not applicable	Nil      Not applicable
National Library of Australia	Leadership training is offered in-house through facilitated workshops, and is open to all APS6 and above staff. To attempt to provide the level of detail requested for the agency would involve an unreasonable diversion of resources	
National Museum of Australia	3      Executive Level 2 16      Executive Level 1	3      Executive Level 2 16      Executive Level 1

<b>Department/Agency</b> Executive coaching and/or other leadership training services	<b>2. The number of employees offered these services and their employment classification</b>		<b>3. The number of employees who have utilised these services and their employment classification</b>	
	1 2	PEO2 APS4	1 2	PEO2 APS4
National Portrait Gallery of Australia	1	Executive Level 2	1	Executive Level 2
Screen Australia	Nil	Not applicable	Nil	Not applicable

4-5: Please see the Attorney-General's Department's response 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.

Attorney-General's Department

4)	4 a)	4 b)	4 c)	4 d)	4 e)	5) a)	5 d)
Service provider	Name/ nature of service	One-on-one/ group based	Number of employee/ classification	Total hours	Total amount spent	Location used	Location costs
Yellow Edge	Global Leadership Practices	Group based	1 x SES B1	60	\$16,500	Venues in China as part of Yellow Edge program arrangements	N/A
Jeff Whalan Learning Groups (JWLG)	Learning Group annual membership	Group based	1 x A/g SES B3 (partial membership) 1 x SES B2 1 x SES B1 3 x EL2	255	\$52,250	Venues in various capital cities as part of JWLG program arrangements	N/A
Yellow Edge	Executive Coaching	One-on-one	1 x SES B1 1 x EL1	34	\$3,300	Canberra	N/A
Executive Intelligence Group	EL2 - Where to from Here	Group based	2 x EL2		\$5,500	Canberra	N/A
Deborah Nanschild & Associates	Professional Coaching Services	One-on-one	1 x EL2	5.5	\$4,215	Canberra	N/A
Centre for Public Management	From Manager to Leader	Group based	2 x EL1	64	\$9,360	Bowral	N/A
Graham Kearns	Professional Coaching Services	One-on-one	2 x EL1 1 x APS6	9.5	\$2,585	Canberra	N/A
Yellow Edge	Intensive Leadership Program	Group based	3 x SES B1 8 x EL2	495	\$25,825	Canberra	\$5,485
Australian and New Zealand School of Government	Towards Strategic Leadership	Group based	1 x SES B1	75 hours	\$18,450	Melbourne and Sydney	N/A
Life Unlimited Health Solutions	Resilience coaching	One-on-one	1 x EL2	3	\$684	Canberra	N/A
Yellow Edge	Executive coaching	One-on-one	1 x EL2	7	\$3,150	Canberra	N/A
The Institute of Executive Coaching	Executive coaching training	One-on-one	1 x EL2	45	\$6,000	Canberra	N/A



6: Please see the Attorney-General's Department's response 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.

Attorney-General's Department

Unless there are extenuating circumstances, should an employee cease employment with the Department within 18 months of approval of a unit of study and not be moving to another APS agency, any studies assistance financial benefit the employee has received from the Department in the previous 18 months must be repaid to the Department as follows:

Employee ceases APS employment within 6 months of approval of a unit of study	100% of financial assistance to be reimbursed by the employee to the Department if financial assistance granted
Employee ceases APS employment within 12 months of approval of a unit of study	75% of costs to be reimbursed by the employee to the Department
Employee ceases APS employment within 18 months of approval of a unit of study	50% of costs to be reimbursed by the employee to the Department

In the case of redundancy, there is no requirement to repay the course fees.

7. Please see the portfolio's responses in the tables below.

Attorney-General's Department

Ninety one 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 - Accounting	1	APS5
Bachelor - Arts	1 1 1	Executive Level 2 Executive Level 1 APS5
Bachelor - Business Administration	1 1	APS6 APS5
Bachelor - Business (Marketing)	1	APS4
Bachelor - Commerce	1	APS6
Bachelor - Communication	1 2	Executive Level 1 APS6
Bachelor - Criminology	1	APS5
Bachelor - Education	1	Executive Level 1
Bachelor - Engineering in Network and Software Engineering	1	APS6
Bachelor - Information Studies	1	APS6
Bachelor - Laws	1	Executive Level 2
Bachelor - Social Work	1	APS4
Certificate IV - Professional Communication	1	APS5
Certificate III - Accounts Administration	1	APS6
Certificate IV - Training and Assessment	1 1	Senior Legal Officer Executive Level 1



<b>Program</b>	<b>Employees</b>	<b>Classification</b>
CPA Professional Level	1	APS6
Diploma - Law	1	APS6
Diploma - Project Management	1	Legal Officer
Essentials of Anti-Corruption	1	Legal Officer
Graduate Certificate - Migration Law and Practice	1	Legal Officer
Graduate Diploma - Arts (Strategy and Management)	1	Executive Level 1
Graduate Diploma - Legal Practice	14 2	Graduates Legal Officer
Graduate Diploma - Legal Studies	1	Executive Level 1
Graduate Diploma - Law, Governance and Development	1 1	Senior Legal Officer APS5
Graduate Diploma - Museum Studies	1	APS6
Honours - Policy and Political Science	1	APS5
International Human Rights Law	1	Legal Officer
Master - Communication	1	APS6
Master - Diplomatic Studies	1	Legal Officer
Master - International Affairs	1	Legal Officer
Master - International Law	3 1 1 1	Senior Legal Officer Executive Level 1 Legal Officer APS5
Master - International Relations	1	APS6
Master - Laws	2 2 1	Senior Legal Officer Executive Level 1 Legal Officer
Master - Laws (International Law)	1 1 3	Senior Legal Officer Executive Level 1 Legal Officer
Master - Laws (Legal Practice)	3	Legal Officer
Masters - Legal Studies	1	Executive Level 1
Master - Management / Public Administration	1	Legal Officer
Master - National Security Policy	1 2	Senior Legal Officer APS5
Master - Politics and Policy	1	Graduate
Master - Public Policy	2	Executive Level 1
Master - Public Policy/Master of Diplomacy	1	APS6
Master - Strategic Organisational Development	1	Executive Level 2
Master Degree Course - Juris Doctor	1 1	Executive Level 2 APS6
Master - International Humanitarian Law and Human Rights	1	Legal Officer
Master - Public and International Law	1	Principal Legal Officer
Master - Business Administration	1	Executive Level 1
PhD	1	APS5
Postgraduate Certificate - Policing, Intelligence and Counter Terrorism	1	APS6
Practical Legal Training Part Program	1	Legal Officer

### Administrative Appeals Tribunal (AAT)

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 - Laws	1	APS6
Certified Practising Accountant Program	1	Executive Level 2
Diploma - Legal Studies	1	AAT3/4
Diploma - Management	1	AAT3/4
Graduate Diploma - Management	1	APS6
Master - Laws	2	AAT3/4
Microsoft Certification	1	APS6

### Australian Crime Commission

Thirty one 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 - Accounting	1	APS6
Bachelor - Arts (Media and Communication)	1	APS4
Bachelor - Arts (Psychology)	1	Executive Level 1
Bachelor - Communication (Public Relations)	1	APS6
Bachelor - Criminology and Criminal Justice	1	APS6
	1	APS5
Bachelor - Law	1	APS6
Bachelor - Security Terrorism and Counter Terrorism	1	APS4
Bachelor - Technology Information Systems	1	Executive Level 2
Certified Practising Accountant Program	1	Executive Level 1
	1	APS5
Diploma - Applied Anti-Money Lending/Counter Terrorism Funding	1	APS6
	1	APS5
Diploma - Information Technology	1	Executive Level 1
	1	APS4
Doctor - Policing and Security	1	Executive Level 2
Graduate Certificate - Intelligence Analysis	2	APS5
Graduate Diploma - Criminal Intelligence	2	APS5
Graduate Diploma - Psychology	1	Executive Level 1
	1	APS5
Graduate Diploma - Intelligence Analysis	2	APS5
Master - Business Administration	1	Executive Level 2
Master - Business and Technology	1	Executive Level 1
Master - Policing, Intelligence and Terrorism	1	Executive Level 1
	1	APS5
Master - Policing, Intelligence and Terrorism/International Security Studies	1	APS4
Master - Public Policy	1	Executive Level 2
Master - Strategic Foresight	1	Executive Level 1

### Australian Commission for Law Enforcement Integrity

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
Juris Doctor	1	Executive Level 2
Master - Law	1	Executive Level 1
Master - Policing, Intelligence and Counter Terrorism	1	Executive Level 1

#### Australian Federal Police

Forty five 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 - Accounting	To attempt to provide a breakdown of number and classification of employees, would involve an unreasonable diversion of AFP resources.	
Bachelor - Criminology		
Bachelor - Policing		
Bachelor - Social Science (Psychology)		
Certificate III - Accounts Administration		
Certificate III - Information, Digital Media and Technology		
Diploma - Web Development		
Graduate Diploma - Legal Practice		
Graduate Certificate - Corruption and Integrity Management		
Master - Applied Science		
Master - Asia Pacific Studies		
Master - Education		
Master - Law		
Master - Business Administration		
Master - International Security		
Master - Leadership and Management		
Master - National Security Policy		
Master - Public Policy		
PhD - Applied Science		
PhD - Research		
PhD - Computer Science		
PhD - Information Technology		
PhD - Law and Sociology		
PhD - Science		

#### Australian Financial Security Authority

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

Program	Employees	Classification
Master - Business Administration	3	Executive Level 1
Master - Fraud and Financial Crime	1	Executive Level 2
Master - Law	2	APS6
Diploma - Law	1	Executive Level 2
Bachelor - Accounting	1	Executive Level 1
	1	APS6
	1	APS5
	1	APS4
Bachelor - Business	1	Executive Level 1
Bachelor - Commerce	1	APS5
Bachelor - Communication	1	APS5
Bachelor - Economics	1	APS6
Bachelor - Law	1	APS6
	1	APS3

#### Australian Human Rights Commission

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

Program	Employees	Classification
Bachelor - Arts (Public Policy Law and Governance)	To attempt to provide a breakdown of number and classification of employees, would involve an unreasonable diversion of AHRC's resources.	
Juris Doctor		
Master - Evaluation		
Master - Law		
Master - Global Law		
Master - International Law/International Relations		
Master - Human Rights Law and Policy		
Master - Public Policy		

#### Australian Institute of Criminology

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

Program	Employees	Classification
PhD - Criminology	1	APS6
	1	APS5
	1	APS4

#### Australian Law Reform Commission

No employees applied for graduate or post graduate study.

#### Australian Security Intelligence Organisation

Eighty one employees were approved for graduate and post graduate study. It would be inappropriate to detail the study leave by staffing allocation and the degree or program title for reasons of national security.

#### Australian Transaction Reports and Analysis Centre

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

Program	Employees	Classification
Master - Labour Law and Relations	1	APS6
Master - Arts (Intelligence Analysis)	1	Executive Level 2
	1	APS6
Master - International Security Studies	1	Executive Level 1
	1	APS6
Master - Policing, Intelligence and Counter Terrorism	1	APS6
Graduate Certificate - Intelligence Analysis	1	APS4
Graduate Diploma - Public Relations	1	APS6
Master - Applied Anthropology and Participatory Development	1	APS6
Graduate Diploma - Psychology	1	APS6
PhD	1	Executive Level 1
	1	APS5
Graduate Diploma - Applied Econometrics	1	Executive Level 1
Master - Business Administration	1	Executive Level 2
Master - Anti-Money Laundering and Counter Terrorist Financing	1	APS6

#### Commonwealth Director of Public Prosecutions

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

Program	Employees	Classification
Bachelor - Accounting	1	APS6
Bachelor - Commerce	1	APS6
Bachelor - Criminology	1	APS3
Bachelor - Law	1	APS5/6
	5	APS5
	2	APS4
Bachelor - Laws/Business	2	APS3
Bachelor - Laws/Arts	1	APS4
	1	APS3
Diploma - Accounting	1	APS5
Diploma - Management	1	APS3
Diploma - Practical Legal Training	1	APS4
	2	APS3
Certified Practising Accountant Program	1	APS4
Graduate Diploma - Legal Practice	1	APS3
Juris Doctor	2	APS4
Master - Laws	1	Executive Level 1
	3	APS5/6
Master - Criminology and Criminal Justice	1	APS4

#### CrimTrac

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

Program	Employees	Classification
Bachelor - Accounting	1	APS6
Bachelor - Management	1	APS6



Master - Management and Public Administration	1	APS5
Master - Laws	1	APS5
Master - Information Technology Management	1	Executive Level 1
Doctorate - Information Science in Cloud Computing	1	Executive Level 1
Bachelor - Technology	1	Executive Level 1
Graduate Certificate - Digital Media	1	Executive Level 1

#### Family Court and Federal Circuit Court

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

Program	Employees	Classification
Associate Degree - Business Information Systems	1	APS6
Bachelor - Arts	1	APS6
	1	APS3
Bachelor - Building and Construction Management	1	Executive Level 1
Bachelor - Commerce	1	APS3
Bachelor - Law and International Relations	1	APS4
Bachelor - Laws	1	APS6
	2	APS4
	1	APS3
Bachelor - Legal Practice Management	1	APS3
Certificate IV - Frontline Management	1	APS6
Diploma - Laws	2	APS5
	1	APS4
Doctorate - Judicial Studies	1	APS5
Graduate Certificate - Public Sector Management	1	APS5
Graduate Diploma - Legal Practice	2	APS5
Graduate Diploma - Psychology	1	Executive Level 2
Master - Laws	1	Executive Level 2
	1	APS5
	4	APS4
Master - Social Work	1	APS6
	1	APS4
Master - Communication	1	APS5
Master - Public Policy	1	Executive Level 1

#### Federal Court

No employees applied for graduate or post graduate study.

#### High Court

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

Program	Employees	Classification
Bachelor - Laws	1	APS6
Certified Practising Accountant Program	1	Executive Level 2

#### National Archives of Australia

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

Program	Employees	Classification
Graduate Certificate - Information Studies	1	APS6
Doctor – Philosophy/Communication	1	Executive Level 1
Bachelor - Commerce/Information Technology	1	APS5
Certified Practising Accountant Program	1	APS6
PhD - Communications (information studies)	1	APS5
PhD - Art History and Curatorship	1	Executive Level 1
Diploma - Management	1	APS4
Graduate Certificate - National Security Policy	1	APS6
Graduate Diploma - Information Services	1	Executive Level 1
Graduate Certificate - Human Resources	1	APS5
Diploma - Government	1	APS6
Graduate Certificate - Screen Culture	1	APS6
Graduate Certificate - Business Management (Risk Management)	1	Executive Level 1
Master - Arts	1	APS5
Master - Digital Design	1	APS6
Bachelor - Law	1	APS5
Master - Government and Commercial Law	1	APS6
Master - Information Studies	1 1 1	APS6 APS5 APS4
Master - Public History	1	APS6
Bachelor – Arts (History and Politics)	1	PAO2
Graduate Certificate - Project Management	1	Executive Level 1
Certificate IV - Training and Assessment	1	APS5
Bachelor - Business Administration	1	Executive Level 1
Bachelor - Liberal Arts (Museums and Collections)	1	APS6
Bachelor - Arts (History)	2	APS5
Graduate Diploma - Adult and Vocational Education	1	Executive Level 1
Bachelor - Classical Studies	1	APS5
Bachelor - Cultural Heritage Conservation	1	APS2
Juris Doctor	1	APS2

#### Office of the Australian Information Commissioner

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

Program	Employees	Classification
Master - Law	1	APS6
Bachelor - Business Human Resource Management and Industrial Relations/ Law	1	APS5
Master - Arts (Organisational Communication)	1	Executive Level 1
PhD - English	1	APS6
Diploma - Negotiation and Mediation Skills	1	Executive Level 1
Diploma - Law	1	APS4
Master - Public Policy	1	APS6
Master - Government and Commercial Law	1	APS6
Diploma - Psychology	1	APS5
Master - Innovation Law	1	APS6



#### Office of Parliamentary Counsel

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

Program	Employees	Classification
Certificate III - Information and Cultural Services	1	APS4
Certified Practising Accountant Program	1	APS6

#### National Museum of Australia

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

Program	Employees	Classification
Master – Liberal Arts (Museums and Collections)	1	APS4

#### Australian National Maritime Museum

No employees applied for graduate or post graduate study.

#### National Gallery of Australia (NGA)

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

Program	Employees	Classification
Diploma – Language (Indonesian)	1	NGA5
Master – Liberal Arts (Museums and Collections)	1	NGA5
Master – Cultural Material Conservation	1	NGA3
PhD – Faculty of Arts (Art History and Curatorship)	1	NGA6

#### National Film and Sound Archive

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

Program	Employees	Classification
Certified Practising Accountant Program (Financial Reporting)	1	APS5
Graduate Certificate – Audiovisual Archiving	2	Executive Level 2
	1	APS4
	1	APS3
Bachelor – Graphic Design	1	APS4
Master – Information Management	1	APS6

#### Museum of Australian Democracy/Old Parliament House

No employees applied for graduate or post graduate study.

#### National Library of Australia

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

Program	Employees	Classification
Bachelor – Business Informatics	1	APS5
Bachelor – Cultural Heritage Conservation	1	APS4
Bachelor – Information Studies	1	APS5

Master – Advanced Translation (Latin)	1	APS3
Master – Liberal Arts	1	APS4
Master – Information Studies	1 1	APS6 APS3
Master – Information Technology	1	APS4
Master – Information Studies Librarianship	1	APS4
PhD - Management	1	Executive Level 2

National Portrait Gallery of Australia

No employees applied for graduate or post graduate study.

Australia Council for the Arts

No employees applied for graduate or post graduate study.

Australian Film, Television and Radio School

No employees applied for graduate or post graduate study.

Bundanon Trust

No employees applied for graduate or post graduate study.

Creative Partnerships Australia

No employees applied for graduate or post graduate study.

Screen Australia

No employees applied for graduate or post graduate study.