

**Rural and Regional Affairs and Transport Legislation Committee**

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2014

**Agriculture**

**Question:** 166

**Division/Agency:** People and Service Delivery Division

**Topic:** Voluntary Redundancies in Border Compliance

**Proof Hansard page:** 91

**Senator SIEWERT asked:**

**Senator SIEWERT:** That is for the voluntary redundancy. But if you do not get the 180 voluntary redundancies, what process do you use?

**Ms Mellor:** At this point we have had very heavy subscription for people putting up their hands to be considered for voluntary redundancies, and we have transition teams operating in each of the regions to match where the hand has gone up to where the needs might be. They are in pretty good alignment at the moment and we are fairly confident that we would not move beyond a voluntary redundancy process in relation to that 180.

**Senator SIEWERT:** You said some are based in Canberra?

**Ms Mellor:** Yes.

**Senator SIEWERT:** Where will the others be coming from? How many from Canberra and how many from elsewhere?

**Mr Hunter:** Approximately 35 to 40 FTEs will be reduced in my division in Canberra, and the remainder will come from the regions.

**Senator SIEWERT:** You do not know which?

**Mr Hunter:** I would have to take that on notice.

**Question:** 166 (continued)

**Answer:**

At 20 March 2014, the number of departmental employees (headcount) who have elected to accept voluntary redundancies is:

Canberra	22
Central East Region	81
North East Region	32
Northern Region	19
South East Region	37
South West Region	30
<b>TOTAL</b>	<b>221</b>

**Rural and Regional Affairs and Transport Legislation Committee**

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2014

**Agriculture**

**Question:** 167

**Division/Agency:** People and Service Delivery Division

**Topic:** Staff reductions and redundancies

**Proof Hansard page:** Written

**Senator SESELJA asked:**

1. What are your current and forward plans for staff reductions, including redundancies?
2. How many of these reductions and redundancies relate to efficiency dividends applied over the last three years?
3. How many of these reductions and redundancies relate to decisions made in the 2013 Budget, or earlier, to cease or terminate programs?
4. If redundancies have been offered, when was the decision made to offer these redundancies?

**Answer:**

1. The department's FTE is forecast to reduce by 313 over the course of this financial year. The department's future staffing profile will be dependent on outcomes of current internal budget planning for 2014-15. The department is using a combination of natural attrition and voluntary redundancies to reduce staff numbers.
2. Reductions and redundancies relating to efficiency dividends are managed in the context of the whole of department budget and the operating position.
3. None.
4. On 8 November 2013, Secretary Paul Grimes emailed all departmental employees announcing a voluntary redundancy program.

**Rural and Regional Affairs and Transport Legislation Committee**

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2014

**Agriculture**

**Question:** 168

**Division/Agency:** People and Service Delivery Division

**Topic:** Staffing reductions

**Proof Hansard page:** Written

**Senator LUDWIG asked:**

1. How many staff reductions/voluntary redundancies have occurred from Supplementary Budget Estimates in November 2013 to date? What was the reason for these reductions?
2. Were any of these reductions involuntary redundancies? If yes, provide details.
3. Are there any plans for further staff reductions/voluntary redundancies? If so, please advise details including if there is a reduction target, how this will be achieved, and if any services/programs will be cut.
4. If there are plans for staff reductions, please give the reason why these are happening.
5. Are there any plans for involuntary redundancies? If yes, provide details.
6. How many ongoing staff left the department/agency from Supplementary Budget Estimates in November 2013 to date? What classification were these staff?
7. How many non-ongoing staff left department/agency from Supplementary Budget Estimates in November 2013 to date? What classification were these staff?

**Answer:**

1. There was a total of 179 Voluntary Redundancies from the Department of Agriculture from 1 November 2013 to 20 March 2014. These staff reductions were required to meet the department's revised average staffing levels as outlined in the 2013-14 Portfolio Budget Statement.
2. No.
3. Yes. The exact size of the workforce reduction will depend upon detailed budget and workforce planning for 2014-15. In November 2013, the Secretary announced that, in the first instance, around 220 voluntary redundancies would be required over the next few months. The department is continuing to process voluntary redundancies. In doing so, the department is carefully prioritising work to maintain core functions. The voluntary

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redundancy program is associated with a scaling back of activities in the various parts of the department.

4. Please refer to answer number three.
5. There are no plans at this time.
6. 246 ongoing staff left the Department of Agriculture from 1 November 2013 to 20 March 2014.

APS1	APS2	APS3	APS4	MI2	APS5	APS6	EL1	EL2	SES1	SES2	SES3	TOTAL
1	3	71	78	2	34	23	21	8	5	-	-	<b>246</b>

7. 58 non-ongoing staff (including casuals) left the Department of Agriculture from 1 November 2013 to 20 March 2014.

APS1	APS2	APS3	APS4	APS5	APS6	EL1	EL2	SES1	SES2	SES3	TOTAL
2	4	10	13	10	10	5	4	-	-	-	<b>58</b>

**Rural and Regional Affairs and Transport Legislation Committee**

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2014

**Agriculture**

**Question:** 169

**Division/Agency:** People and Service Delivery Division

**Topic:** Staffing Recruitment

**Proof Hansard page:** Written

**Senator LUDWIG asked:**

1. How many ongoing staff recruited since Supplementary Budget Estimates in November 2013 to date? What classification are these staff?
2. How many non-ongoing positions exist or have been created from Supplementary Budget Estimates in November 2013 to date? What classification are these staff?
3. From Supplementary Budget Estimates in November 2013 to date, how many employees have been employed on contract and what is the average length of their employment period?

**Answer:**

1. 31 ongoing staff commenced employment with the Department of Agriculture from 1 November 2013 to 28 February 2014.

APS1	APS2	APS3	APS4	APS5	APS6	EL1	EL2	SES1	SES2	SES3	TOTAL
2	-	25	-	-	3	-	1	-	-	-	31

2. 23 non-ongoing staff (including casuals) commenced employment with the Department of Agriculture from 1 November 2013 to 28 February 2014. The commencements cover a range of roles including project, payroll and biosecurity officers.

APS1	APS2	APS3	APS4	MI2	APS5	APS6	EL1	EL2	SES1	SES2	SES3	TOTAL
4	1	1	6	1	7	3	-	-	-	-	-	23

3. 20 contractors were engaged by the department over the period 1 November 2013 to 28 February 2014. The average length of their contract period was three months.

**Rural and Regional Affairs and Transport Legislation Committee**

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2014

**Agriculture**

**Question:** 170

**Division/Agency:** People and Service Delivery Division

**Topic:** Workplace Assessments

**Proof Hansard page:** Written

**Senator LUDWIG asked:**

1. How much has been spent on workplace ergonomic assessments since 7 September 2013?
  - a. List each item of expenditure and cost.
2. Have any assessments, not related to an existing disability, resulted in changes to workplace equipment or set up?
  - a. If so, list each item of expenditure and cost related to those changes.

**Answer:**

1. \$35 718.81
  - a. The total number of workplace assessments conducted since September 2013 is 105. To provide an itemised list of each workstation assessment and the individual costs associated with each would require a substantial diversion of resources.
2. Yes
  - a. To respond to this part would require a substantial diversion of resources.

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2014

Agriculture

**Question:** 171

**Division/Agency:** People and Service Delivery Division

**Topic:** Executive Coaching and Leadership Training

**Proof Hansard page:** Written

**Senator LUDWIG asked:**

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 date:

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)

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- 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.

**Answer:**

1. The total spending on all executive coaching and/or leadership training for the period 1 November 2013 – 28 February 2014 is provided below.

<b>Agency</b>	<b>Expenditure</b>
Department of Agriculture	\$137 793.25
Australian Fisheries Management Authority (AFMA)	\$34 954.20
Australian Pesticides & Veterinary Medicines Authority (APVMA)	\$52 331.40
Cotton Research & Development Corporation (CRDC)	\$0.00
Fisheries Research & Development Corporation (FRDC)	\$0.00
Grains Research & Development Corporation (GRDC)	\$1 660.00
Grape & Wine Research & Development (GWDRDC)	\$6 820.00
Rural Industries Research & Development Corporation (RIRDC)	\$6 145.00
Wine Australia (WA)	\$0.00

2. Executive coaching is available to executive level employees. Generally, leadership training is available to employees at the APS5 (or equivalent) and above classification. Some portfolio agencies offer leadership training to all classifications.

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3. The following table shows the instances of executive coaching and/or leadership training services utilised by employees, and their employment classification.

<b>Agency</b>	<b>APS 2</b>	<b>APS 4</b>	<b>APS5</b>	<b>APS6</b>	<b>EL1</b>	<b>EL2</b>	<b>SESB1</b>	<b>SESB2</b>	<b>SESB3</b>	<b>Total offered</b>
Agriculture	0	0	13	17	11	16	121	32	4	214
AFMA	2	2	0	11	5	1	0	0	0	21
APVMA	0	0	0	0	2	28	6	0	0	36
CRDC	0	0	0	0	0	0	0	0	0	0
FRDC	0	0	0	0	0	0	0	0	0	0
GRDC	0	0	0	0	0	1	0	0	0	1
GWRDC	0	0	0	0	0	0	0	1	0	1
RIRDC	0	0	0	0	0	1	0	0	0	1
WA	0	0	0	0	0	0	0	0	0	0

Under the department's Studybank guidelines, study leave is not available for this class of training.

4. The names of all executive coaching and leadership training service providers engaged are:

Australian Institute of Company Directors, Australian Public Service Commission, Australian Rural Leadership Foundation, Bull & Bear Special Assignments, Capital Training Institute Pty Ltd, CEB SHL Talent Measurement Solutions, Cranlana, Directions for Change, Jeff Whalan Learning Group, Jenn Gen Consulting Pty Ltd, Liquid Learning, Mindscious Group, Shepherd and Shepherd Pty Ltd and Tempo Strategies.

4. a, b, c, d, e, f – please refer to **Attachment A**.

5.

- a. The following locations were used where a service was provided at a location other than the department/agency's own premises:

- Australian Institute of Company Directors – Melbourne, VIC
- Australian Institute of Company Directors – Canberra, ACT
- Australian Public Service Commission – Phillip, ACT
- Tuggeranong Homestead – Calwell, ACT

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- The Realm Hotel – Barton, ACT
- Four Seasons Hotel – Bangkok, Thailand
- Sofitel Plaza – Hanoi, Vietnam
- The Caravelle Hotel – Ho Chi Minh City, Vietnam
- The Victoria Hotel – Can Tho, Vietnam
- Old Parliament House – Parkes, ACT
- Clifton Suites on Northbourne – Canberra, ACT
- Novotel Canberra – Canberra, ACT
- Parliament House – Canberra, ACT
- Adina on Crown Apartment Hotel – Surry Hills, NSW
- The Park Hotel – Delhi, India
- Taj Deccan – Hyderabad, India
- Police Training Centre – Manly, NSW
- Metro Hotel – Fitzroy, VIC
- Federal Golf Club – Canberra, ACT

b. One employee took part on each occasion.

c. The total number of hours involved for employees who took part in the training at an external location was 652.5 hours. The following table reflects the breakdown of hours by employment classification:

<b>Agency</b>	<b>APS5</b>	<b>APS6</b>	<b>EL1</b>	<b>EL2</b>	<b>SESB1</b>	<b>SESB2</b>	<b>SESB3</b>	<b>Total</b>
Agriculture	0	0	7.5	192.5	195	135	0	530
AFMA	0	30	0	0	0	0	0	30
APVMA	0	0	0	0	0	0	0	0
CRDC	0	0	0	0	0	0	0	0
FRDC	0	0	0	0	0	0	0	0
GRDC	0	0	0	15	0	0	0	15
GWRDC	0	0	0	0	0	40	0	40
RIRDC	0	0	0	37.5	0	0	0	37.5
WA	0	0	0	0	0	0	0	0

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- d. There were no additional costs incurred to use these locations.
- 6. Where an employee participates on the Sir Roland Wilson Scholarship, they are required to return to the department for the equivalent period spent on the scholarship. This requirement is managed through a formal written agreement. The department currently has one employee undertaking an inaugural Sir Roland Wilson Scholarship. No other arrangements of this type are in place.
- 7. Department of Agriculture employees undertaking graduate or post graduate study and approved for study leave is detailed by staffing allocation and degree or program title at **Attachment B.**



**Attachment B**

	Employee classification		FORMAL COURSE TITLE
	Classification	Number	
<b>Semester 2 2013</b>	APS5	1	Bachelor of Commerce and Law
<b>01 July 2013 - 31 Dec 2013</b>	APS5	1	Graduate Diploma in Legal Practice
	EL2	2	
	APS6	1	Master of Teaching
	APS5	1	Chartered Accountant
	APS4	1	Graduate Diploma in Arts - International Relations
	EL2	1	Master of Animal Science
	APS5	5	Master of International and Development Economics
	APS 6	1	
	APS4	1	Bachelor of Business
	EL1	1	Master of Public Administration
	APS6	1	Financial Reporting & Advanced Audit
	EL1	1	Master of Public Policy
	EL2	1	Master of Business Administration
	EL1	3	
	EL1	1	Graduate Diploma in Information Technology
	APS6	1	Master of Financial Management
	APS 5	1	Bachelor of Science
	APS4	1	
	APS5	1	Master of Business Informatics
	APS6	1	Bachelor of Adult Workplace and Vocational Learning
	APS3	1	Bachelor of Agriculture & Land Management
	EL1	1	Bachelor of Arts
	APS6	1	Bachelor of Arts in Architecture
	APS3	1	Bachelor of Arts in Chinese Language & Linguistics
	APS6	1	Bachelor of Business (Management)
	APS6	1	Bachelor of Business Administration
	EL1	1	Bachelor of Commerce
	APS5	3	
	APS6	1	Bachelor of Communication and Media Studies
	APS6	2	Bachelor of Communication in Public Relations
	APS5	1	Bachelor of Communications Media
	EL1	1	Bachelor of Education
	EL2	1	Bachelor of Interdisciplinary Studies
	APS3	1	Bachelor of Law & Arts
	EL1	1	Bachelor of Laws
	APS6	1	Bachelor of Management
	EL1	1	Bachelor of Wine Science

	Employee classification		FORMAL COURSE TITLE
	Classification	Number	
	APS4	2	Certificate IV Community Development
	APS4	1	Certificate IV in Government
	APS4	1	Certificate IV in Human Resources
	APS5	1	Certificate of Professional Communication, Venues & Events
	APS6	1	Diploma in Veterinary Public Health
	EL1	1	Diploma of Languages
	EL1	1	Diploma of Project Management
	APS5	1	
	APS6	1	
	APS5	1	Doctor of Philosophy
	APS4	1	Frontline Management
	APS5	1	Graduate of Psychology
	APS4	1	Graduate Certificate in Applied Science
	APS5	2	Graduate Certificate in Environmental Law
	APS6	1	Graduate Certificate in Statistics
	APS3.3	52	Graduate Certificate Public Administration
	APS6	1	Graduate Diploma Education
	APS5	1	Graduate Diploma in Environmental Health
	EL2	1	Graduate Diploma in Legal Practice
	EL2	1	Graduate Diploma Linguistics
	EL1	1	Graduate Diploma of Business Studies
	EL2	1	Graduate Diploma of Psychology
	APS6	1	Graduate Diploma of Veterinary Public Health
	APS6	1	Juris Doctor
	EL2	1	
	EL2	1	Master in Plant Biosecurity
	EL2	1	Master of Applied Economics
	APS6	1	Master of Biostatistics
	EL1	2	Master of Environment
	APS6	1	Master of Environment & Resource Economics
	EL1	1	Master of Environment Management & Development
	APS6	1	Master of Environmental Law
	APS6	2	Master of Environmental Management
	APS4	1	Master of Environmental Science
	APS 5	2	Master of International & Development Economics
	APS6	1	Master of International Affairs
	APS5	1	Master of International Law
	APS6	1	Master of International Trade & Economic Relations
	APS5	1	Master of Laws
	EL1	1	Master of Nutrition and Dietetics

	Employee classification		FORMAL COURSE TITLE
	Classification	Number	
	EL1	2	Master of Public Policy
	APS5	1	Master of Public Policy
	EL2	1	Master of Public Policy & Governance
	APS5	1	Master of Technology & Innovation Management
	APS5	1	Master of Translation
	EL2	1	Master of Veterinary Studies in Conservation Medicine
	APS6	1	Master of Veterinary Studies in Veterinary Surveillance
	EL1	1	Masters of Coaching Psychology
	APS6	1	Masters of Vet Public Health Management
	APS5	1	PhD Economics
		<b>155</b>	
<b>Semester 1 2014</b>	APS6	1	Bachelor Of Adult, Workplace an Vocational Learning
<b>01 Feb 2014 - 30 June 2014</b>	EL1	1	Bachelor of Arts
	APS6	1	
	APS3	1	Bachelor of Agriculture and Technology
	EL1	1	Bachelor of Behavioural studies
	APS5	1	Bachelor of Business - Accounting/Law
	APS6	1	Bachelor of business (Management)
	APS6	1	Bachelor of Business Administration
	EL1	1	Bachelor of Commerce
	APS5	1	Bachelor of Commerce - Accounting Major And Financial Planning Major
	APS5	1	Bachelor of Communication In Public Relations
	APS6	1	Bachelor of Communication In Public Relations
	APS6	1	Bachelor of Communications Media
	APS5	1	Bachelor of Health Science (Public and Environmental Health)
	APS3	1	Bachelor of Laws
	EL1	1	
	APS6	1	Bachelor of Management
	APS4	1	Bachelor of Science
	EL1	1	Certificate IV in Frontline Management
	APS4	1	Certificate IV in Training and Assessment
	APS6	1	Certified Practising Accountant
	APS4	1	Community Development
	EL1	1	Diploma of Project Management

	Employee classification		FORMAL COURSE TITLE
	Classification	Number	
	APS6	1	Diploma of Veterinary Health
	APS4	1	Doctor of Economics
	APS5	1	Doctor of Philosophy
	EL1	1	Executive Certificate in Business Management
	APS4	1	Graduate Certificate in Plant Biosecurity
	APS6	1	Graduate Certificate in Plant Biosecurity
	APS3	1	Graduate Certificate in Plant Biosecurity
	EL2	1	Graduate Certificate in Veterinary Studies (Leadership people and organisation)
	APS4	1	Graduate Certificate in Biosecurity
	APS4	1	Graduate Certificate in Human Nutrition
	APS4	1	Graduate Certificate in Maritime Logistics
	APS6	1	Graduate Certificate In Science Communication
	APS6	1	Graduate Certificate in Statistics
	APS4	1	Graduate Certificate of Applied Science (Marine Environment and Fisheries Management)
	APS5	1	Graduate Diploma in Arts - International relations
	EL2	1	Graduate Diploma in Legal Practice
	EL2	1	Graduate Diploma Veterinary Epidemiology and Public Health
	APS6	1	Juris Doctor
	APS4	1	Marine Ecology and Management
	APS5	1	Master Of Applied Economics
	EL2	1	Master of Applied Linguistics
	APS4	1	Master of Applied Science
	EL1	1	Master of Business Administration
	APS4	1	Master of International and Development Economics
	APS5	2	
	APS6	1	
	APS4	1	Master of International Trade and Economic Relations
	APS4	1	Master of Terrorism and Security
	APS5	1	Master Of Translation
	APS6	1	Master of Veterinary Studies in Conservation Medicine
	EL1	1	Masters Graduate Studies
	APS5	1	Masters in Environmental Law
	EL2	1	Masters in Plant Biosecurity
	EL1	1	Masters of Business Studies -
	EL1	1	Masters of Coaching Psychology
	APS5	1	Masters of Economics and Regional Development

	Employee classification		FORMAL COURSE TITLE
	Classification	Number	
	EL1	1	Masters of Environment
	APS5	1	
	APS4	1	Masters of Environmental Management and Development
	EL1	1	
	APS4	1	Masters of Computing
	APS6	1	Masters of Environmental Law
	APS6	1	Masters of International and Development Economics
	APS6	1	Masters of International Affairs
	APS6	1	Masters of Teaching
	APS6	1	Masters of Veterinary Public Health Management
	EL1	1	Masters Public Policy
	APS5	1	PhD Economics
	APS5	1	Plant Biosecurity - Plant Biosecurity In Practice
	EL1	1	Principles of Social Policy
	APS3.3	23	Graduate Certificate Public Administration
		<b>97</b>	

**Rural and Regional Affairs and Transport Legislation Committee**

ANSWERS TO QUESTIONS ON NOTICE

Additional Estimates February 2014

**Agriculture**

**Question:** 172

**Division/Agency:** People and Service Delivery Division

**Topic:** Staffing Profile

**Proof Hansard page:** Written

**Senator LUDWIG asked:**

1. What is the current staffing profile of the department/agency?
2. Provide a list of staffing numbers, broken down by classification level, division, home base location (including town/city and state).

**Answer:**

1. As at 28 February 2014 the department's staffing profile was:

Employment Type	Headcount	FTE
Ongoing	4 598	4 218.5
Non-Ongoing	58	56.0
Non-Ongoing Casual	287	0.0
<b>Total</b>	<b>4 943</b>	<b>4 274.5</b>

Full Time Equivalent (FTE) for portfolio agencies as at 28 February 2014 were:

Agency/Department	FTE as at 28/02/14
Australian Pesticides and Veterinary Medicines Authority	164.5
Cotton Research and Development Corporation	12.1
Fisheries Research and Development Corporation	12.6
Grains Research and Development Corporation	67.9
Grape and Wine Research and Development Corporation	11.0
Rural Industries Research and Development Corporation	22.6
Wine Australia	44.3
Australian Fisheries Management Authority	171.4

**Question: 172 (continued)**

2. Please refer to **Attachment A** for details of staffing numbers by classification, division and home base location. Please note that the Cotton Research and Development Corporation, Grains Research and Development Corporation, Fisheries Research and Development Corporation, Grape and Wine Research and Development Corporation and Wine Australia do not employ people under the Australian Public Service (APS) classification structure. For reporting purposes, the staffing figures for these Agencies have been identified as 'Other' (Table 1, Attachment A).

List of Abbreviations

AFMA – Australian Fisheries Management Authority

APVMA – Australian Pesticides and Veterinary Medicines Authority

RIRDC – Rural Industries Research and Development Corporation

CRDC – Cotton Research and Development Corporation

FRDC – Fisheries Research and Development Corporation

GRDC – Grains Research and Development Corporation

GWRDC – Grape and Wine Research and Development Corporation

MI – Meat Inspector

**Table 1: Full Time Equivalents by APS Classification as at 28 February 2014**

Classification	Agriculture	AFMA	APVMA	CRDC	FRDC	GRDC	GWRDC	RIRDC	Wine Aust.
APS 1	5.4	0.0	0.0					0.0	
APS 2	32.1	6.2	0.0					0.0	
APS 3	649.3	3.6	15.5					0.0	
MI 1	5.0								
MI 2	140.0								
MI 3	15.0								
MI 4	5.0								
APS 4	1082.4	35.8	10.6					1.0	
APS 5	586.8	8.7	16.2					4.9	
APS 6	702.8	65.9	49.2					4.7	
EL 1	577.0	32.2	40.0					2.0	
EL 2	390.3	16	28.0					7.0	
SES Band 1	60.4	2.0	4.0					2.0	
SES Band 2	19.0	0.0	0.0					1.0	
SES Band 3	3.0	0.0	0.0					0.0	
Other	1.0	1.0	1.0	12.1	12.6	67.9	11.0	0.0	44.3
<b>Total</b>	<b>4274.5</b>	<b>171.4</b>	<b>164.5</b>	<b>12.1</b>	<b>12.6</b>	<b>67.9</b>	<b>11.0</b>	<b>22.6</b>	<b>44.3</b>

**Table 2: Full Time Equivalents by Division - Department of Agriculture**

<b>Division</b>	<b>FTE as at 28/02/14</b>
ABARES	146.8
Agriculture, Adaptation and Forestry	102.0
Agricultural Productivity	106.6
Animal	158.3
Biosecurity Policy	91.0
Border Compliance	1917.7
Food	415.7
Live Animal Exports	73.0
Plant	314.4
Post Entry Quarantine	53.6
Executive	8.0
Finance And Business Support	219.1
Governance	126.5
Information Services	140.2
Office of the General Counsel	22.3
People & Service Delivery	192.7
Sustainable Resource Management	112.9
Trade and Market Access	73.7
<b>Department of Agriculture Total</b>	<b>4274.5</b>

**Table 3: Full Time Equivalents by State and Town as at 28 February 2014 - Department of Agriculture**

Department	Region	State	Town	Total	
Department of Agriculture	ACT	Canberra	Canberra Central Office	1885.98	
			Fyshwick	11.00	
		Canberra Total			1896.98
		Over Seas Posting	OS - Bangkok	1.00	
			OS - Beijing	2.00	
			OS - Brussels	1.00	
			OS - Dubai	1.00	
			OS - Jakarta	5.00	
			OS - New Delh	1.00	
			OS - Rome	1.00	
			OS - Seoul	1.00	
			OS - Tokyo	1.00	
			OS - Washington	1.00	
		OS Total			15.00
		ACT Total			1911.98
	Central East Region	New South Wales	Clyde (International Mail Centre)	89.74	
			Cooma	1.00	
			Dubbo	6.00	
			Eastern Creek	38.58	
			Goulburn	4.00	
			Griffith	1.00	
			Harden	1.00	
			Inverell	5.00	
			Leeton	1.00	
			Narrabri	1.00	
			Narromine	2.00	
			Newcastle	10.00	
			Other Location	9.00	
			Port Botany	26.16	
			Port Jackson	1.00	
			Port Kembla	6.00	
			Regional Office Rosebury	364.71	
Scone			3.00		
Singleton			1.00		
Sydney Airport QANTAS Freight			1.00		
Sydney Kingsford Smith Airport			163.18		
Tamworth			8.00		
Wagga Wagga			8.00		
Wingham	4.00				
Young	3.00				
NSW Total			758.37		

Central East Region Total			758.37	
North East Region	NSW	Booyong	1.00	
		Casino	7.00	
		Grafton	3.00	
	NSW Total			11.00
	Queensland	Brisbane		315.23
		Beenleigh		4.00
		Biloela		1.00
		Bundaberg		0.00
		Caboolture		1.00
		Cannon Hill		13.00
		Charleville		1.00
		Coolangatta International Airport		14.83
		Coominya		3.00
		Dinmore		5.00
		Eagle Farm		1.00
		Fisherman Island		52.80
		Gladstone		5.28
		Grantham		2.00
		Gympie		2.00
		Kilcoy		2.00
		Kingaroy		2.00
		Longreach		2.00
		Mackay		6.60
		Murgon		0.80
		Oakey		3.00
		Other Location		6.80
		Purrawunda		4.00
		Rockhampton		8.00
	Toowoomba		1.60	
	Townsville		17.60	
Wallangarra		1.00		
Warwick		5.00		
QLD Total			481.54	
North East Region Total			492.54	
Northern Region	NT	Darwin International Airport Marrara	13.16	
		Darwin Regional Office	34.46	
		Nhulunbuy Alcan Port Office	1.00	
	NT Total			48.62
	QLD	Torres Strait Island	25.58	
		Cairns - ITB AAC and Mareeba	72.60	
		Weipa District Office	2.00	
	QLD Total			100.18
	WA	Broome	6.00	
WA Total			6.00	

Northern Region Total		154.80	
South East Region	NSW	Corowa	1.00
		Deniliquin	1.00
	NSW Total		2.00
	SA	Barmera	1.00
	SA Total		1.00
	TAS	Devonport	2.00
		Hobart Regional Office	2.80
		King Island	1.00
		Launceston	2.00
		Other Location	1.00
		Smithton	1.00
		TAS Total	
	Victoria	Ararat	3.00
		Brooklyn	5.00
		Cobram	3.00
		Colac	4.00
		Cranbourne	3.00
		Diamond Valley Laverton	1.00
		Field Operations	23.40
		Geelong	2.00
		Knoxfield	6.60
		Lance Creek	1.00
		Laverton	1.00
		Longford	1.00
		Melbourne	418.63
		Mildura	3.77
		Moe	1.00
		Myrtleford	1.00
		Other Location	4.00
		Pakenham	2.00
		Poowong	1.00
		Portland	2.00
Seymour		1.00	
Shepparton		1.00	
Spotswood		7.00	
Tongala	4.00		
Warrnambool	6.00		
Wodonga	1.00		
Yarrawonga	3.00		
VIC Total		510.40	
South East Region Total		523.20	

South West Region	NSW	Broken Hill	2.00	
	NSW Total		2.00	
	South Australia	Adelaide		153.97
		Bordertown		3.00
		Lobethal		1.00
		Macro		1.00
		Murray Bridge		7.00
		Naracoorte		3.00
		Other Location		6.00
		Peterborough		0.00
		Port Lincoln		1.00
		Port Wakefield		1.00
		Torrens Island		1.00
	Walleroo		0.00	
	SA Total		177.97	
	WA	Albany		1.00
		Bunbury		1.00
		Bunbury MID		5.00
		Christmas Island		1.73
		Cocos (Keeling) Islands		0.00
		Cowaramup MID		2.00
		DDU Redcliffe		5.75
		Esperance		1.00
		Fremantle		28.07
		Fremantle ECIR Checkpoint		1.00
		Geraldton		5.00
		Harvey MID		2.00
		International Mail Centre		3.00
		Karratha		6.00
		Katanning MID		3.00
		Kwinana		0.00
		Linley Valley		1.00
Narrikup MID			4.00	
Other Location			2.00	
Perth Airport			37.15	
Port Hedland		4.00		
Regional Office		139.90		
WA Total		253.60		
South West Region Total			433.57	
Grand			4274.46	

**Table 4: Full Time Equivalents by State and Town as at 28 February 2014 - Portfolio Agencies**

APVMA	ACT	Canberra	163.5
	WA	Perth	1.0
	<b>Total APVMA</b>		<b>164.5</b>
AFMA	ACT	Canberra	131.7
	NT	Darwin	32.5
	QLD	Thursday Island	6.0
	Various		1.2
	<b>Total AFMA</b>		<b>171.4</b>
CRDC	NSW	Narrabri	11.1
	QLD	Emerald	1.0
	<b>Total CRDC</b>		<b>12.1</b>
FRDC	ACT	Canberra	12.6
GRDC	ACT	Canberra	64.9
	NSW	Boggabri	1.0
	NSW	Parkes	1.0
	WA	Perth	1.0
	<b>Total GRDC</b>		<b>67.9</b>
GWRDC	SA	Adelaide	11.0
RIRDC	ACT	Canberra	22.6
Wine Australia	SA	Adelaide	26.3
	NSW	Sydney	5.0
	Overseas	London	5.0
		Beijing	3.0
		Washington	4.0
		Vancouver	1.0
	<b>Total Wine Australia</b>		<b>44.3</b>