

Senate Standing Committee on Environment and Communications
Legislation Committee
Answers to questions on notice
Environment portfolio

Question No: 223
Hearing: Budget Estimates
Outcome: Corporate
Programme: Corporate Strategies Division
Topic: Portfolio wide – executive coaching and leadership training
Hansard Page: N/A
Question Date: 26 May 2014
Question Type: Written

Senator Ludwig asked:

1. In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information from Additional Estimates in February, 2014 to date:
 - a. Total spending on these services
 - b. The number of employees offered these services and their employment classification
 - c. 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)
2. The names of all service providers engaged For each service purchased form a provider listed under (4), please provide:
 - a) The name and nature of the service purchased
 - a) Whether the service is one-on-one or group based
 - b) The number of employees who received the service and their employment classification
 - c) The total number of hours involved for all employees (provide a breakdown for each employment classification)
 - d) The total amount spent on the service
 - e) A description of the fees charged (i.e. per hour, complete package)
3. 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
4. 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?
5. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

Answer:

Department of the Environment

1.

a) \$99,090 (including GST)

b) Leadership training services were offered to all EL1 and APS6 employees in the Department.

c)

No of employees	Employment classification	Study leave per participant
40	EL1	Nil
23	APS 6	Nil

Study leave as defined in the Enterprise Agreement is not required for these courses.

2.

Centre for Public Management – Executive Level Leadership and Management training

a) Group based

b) and c)

No of employees	Employment classification	Hours involved
40	EL1	22.30

d) \$86,000 (including GST)

e) Complete package

Team HR (Australia) Pty Ltd – APS 6 Leadership and Management training

a) Group based

b) and c)

No of employees	Employment classification	Hours involved
23	APS 6	15

d) \$13,090 (including GST)

e) Complete package

3.

a) *Centre for Public Management* – 14 Childers Street Canberra

b) and c)

No of employees	Employment classification	Hours involved
40	EL1	22.30

d) Nil

a) *Team HR (Australia) Pty Ltd* – University House, 1 Balmain Crescent, Acton

b) and c)

No of employees	Employment classification	Hours involved
23	APS 6	15

d) Nil

4. Nil

5.

No of employees	Course Name	Certificate
1	Advance Diploma of Nutritional Medicine	Associate Diploma
1	Diploma of Accounting	Associate Diploma
1	Indigenous Studies	Bachelor Degree
1	Bachelor of Science (Applied Sciences)	Bachelor Degree
3	Bachelor of Commerce	Bachelor Degree
2	Bachelor of Environmental Science	Bachelor Degree
1	Bachelor of Media Arts & Productions	Bachelor Degree
1	Marine Science and Management	Bachelor Degree
2	Bachelor of Applied Economics	Bachelor Degree
1	Bachelor of Interdisciplinary Studies	Bachelor Degree
1	Bachelor of Graphic Design	Bachelor Degree
1	Bachelor of Heritage, Museums and Conservation	Bachelor Degree
1	Bachelor of Commerce/Bachelor of Laws	Bachelor Degree
1	Bachelor of International Relations	Bachelor Degree
2	Bachelor of Management	Bachelor Degree
1	Bachelor of Laws	Bachelor Degree
2	Business	Bachelor Degree
1	Bachelor of Justice Studies	Bachelor Degree
1	Bachelor of Commerce (Major in Information)	Bachelor Degree
1	Bachelor of Arts	Bachelor Degree
1	Bachelor of Technology (Information Systems)	Bachelor Degree
1	Bachelor of Science	Bachelor Degree

1	Bachelor of Business (Accounting)	Bachelor Degree
1	Bachelor of Accounting	Bachelor Degree
1	PhD Law	Doctorate
1	Doctor of Information Science	Doctorate
2	Master of Environmental Management and Development	Masters
1	Masters of Applied Science	Masters
1	Master of Environmental Law	Masters
1	Masters in Public Policy (Economic Policy)	Masters
1	Master of Science (Environmental Science)	Masters
4	Master of Public Policy	Masters
2	Juris Doctor	Masters
1	Master of Environment (Natural Resources)	Masters
2	Masters of Public Administration	Masters
1	Master of Climate Change	Masters
1	Masters in Groundwater Hydrology	Masters
1	Masters of Laws in International Law	Masters
2	Masters of Environmental Law	Masters
1	Masters GIS and Remote Sensing	Masters
2	Masters of Laws	Masters
1	Masters of Natural Resource Management	Masters
1	Master of Cultural Heritage	Masters
2	Graduate Diploma in Legal Practice	Postgraduate Diploma
1	Postgraduate Diploma in Law	Postgraduate Diploma
1	Graduate Certificate in Business Administration	Postgraduate Diploma
1	Groundwater Hydrology	Postgraduate Diploma
1	CPA Ethics and Governance	Skilled Vocational
63	Total	

Bureau of Meteorology

1.

a) \$37,657.54 (including GST)

b) and c)

No of employees	Employment classification	Study Leave per participant (hours)
1	SES2	7.4
3	SES1	9.8
21	EL2	9.1
26	EL1	10.9
21	APS6	9.3
5	APS5	7.9
2	APS4	11
3	APS3	8

2.

Developmental Dimensions International – Leader as Coach participant training materials and online module logins.

a) Group based

b) and c)

No of employees	Employment classification	Hours involved per participant
2	EL2	16.7
8	EL1	16.7
5	APS6	16.7

d) \$13,111.63

e) Participant materials (4 modules) and online module logins (\$10,987.63)

Venue hire (\$2,124)

Interaction Consulting Group – Living With Change one-day facilitated workshop

a) Group based

b) and c)

No of employees	Employment classification	Hours involved per participant
1	SES2	7.35
2	SES1	7.35
12	EL2	7.35
1	EL1	7.35

d) \$5,629.51 (including GST)

e) Participant materials per participant (\$2,329.51)

Facilitator fee (\$3,300)

Franklin Covey Australia & New Zealand – The 5 Choices to Extraordinary Productivity 2-day workshop materials and online testing and resources access.

a) Group based

b) and c)

No of employees	Employment classification	Hours involved per participant
4	EL2	14.7
7	EL1	14.7
3	APS6	14.7
2	APS5	14.7
1	APS4	14.7
1	APS3	14.7

d) \$ 5,935 (including GST)

e) Participant materials and resources access only \$3,850.00 (facilitated in-house)

Three participants attended an external workshop at \$695 per person (\$2,085 total)

Exxtend Training, ResolutionsRTK, Converge International – Style Awareness and Interpersonal Dynamics half day workshop.

a) Group based

b) and c)

No of employees	Employment classification	Hours involved per participant
2	EL2	4
4	EL1	4
7	APS6	4
2	APS5	4

d) \$2,226.40 (including GST)

e) Training delivery and participant materials \$2,226.40

Genos International Pty Ltd – Collaboration 2 hour workshop delivered via webinar.

a) Group based

b) and c)

No of employees	Employment classification	Hours involved per participant
1	EL2	2
4	EL1	2
1	APS6	2
1	APS5	2
1	APS3	2

d) \$2,200

e) Webinar facilitation fee \$2,200

Australian Public Service Commission

- SES Orientation Program
- Strategic Thinking, Management Essentials and Executive Level Transition.

a) Group based

b)

No of employees	Employment classification
3 (StrategicThinking program)	1 x EL1
	2 x APS6
5 (Management Essentials program)	1 x EL1
	2 x APS6
	1 x APS4
	1 x APS3
1 (Executive Level transition)	1 x APS6
1 (SES Orientation)	1 x SES1

c)

No of employees	Employment classification	Hours involved per participant
9	2 x EL1	7.35
	5 x APS6	7.35
	1 x APS4	7.35
	1 x APS3	7.35
1	1 x SES1	14.7

d) \$8,555.00 (GST exempt)

e) Workshop participant fee \$595 x 9 (\$5,355.00)

SES Orientation program participant fee \$3,200.00

3.

a) Travelodge, Aroura Lane, Docklands.

b) and c)

No of employees	Employment classification	Hours involved per participant
2	EL2	14.7
8	EL1	14.7
5	APS6	14.7

4. The Bureau of Meteorology does not have any agreement with employees in regards to continuing employment after completing Bureau funded education/executive coaching/leadership training services and/or programs.
- 5.

Employment Classification	Degree/ Program Title	Number of employees
EL2	CPA	1
	Master of Intellectual Property Law	1
	Master of Project Management	1
	Graduate Diploma of Corporate Governance	1
EL1	Master of Applied Science	1
	Graduate Certificate of Management	3
	Master of Business Administration	3
	Master of Energy Systems	1
	Masters in Project Management	1
	Mathematics in Industry Study Group	1
	PhD	3
	Postgraduate Certificate in Information Systems	1
APS6	Graduate Diploma in Marketing	1
	Bachelor of Psychological Science	1
	Chartership	1
	Graduate Certificate of Management	5
APS5	PhD Applied Mathematics	1
	Advanced Diploma of Work Health	1
	Diploma of OH&S	1
	PhD	1
	Graduate Certificate in Geographic Information Systems	1
	Graduate Certificate of Management	1
APS4	Graduate Diploma of Chartered Accounting	1
	Bachelor of Business	1
APS3	Master of Information Technology	1
	Bachelor of Science	5
	Diploma of Management	1
	Graduate Certificate of Management	1
APS Graduate	Masters of Environment	1
	Graduate Diploma in Meteorology	31

Clean Energy Regulator

At present, the Clean Energy Regulator does not centrally coordinate or record executive coaching and leadership training programs.

Individuals may have registered or purchased executive coaching and leadership training services. However, information on individually sourced training from the financial management system is not disaggregated to provide details on what course or training was purchased.

The Clean Energy Regulator does not record graduate or post graduate study in a way that would readily allow more detailed answers to be provided. To attempt to provide the requested level of detail would involve an unreasonable diversion of resources.

Climate Change Authority

None, not applicable.

Great Barrier Reef Marine Park Authority

None, not applicable.

Murray-Darling Basin Authority

1.

a) \$ 65,335.00 (including GST)

b)

No of employees	Employment classification
160	SES
	EL 1
	APS5

c)

No of employees	Employment classification	Study leave per participant
1	SES Band 2	No study leave granted
4	EL 2	No study leave granted
1	EL 1	No study leave granted
2	APS 5	No study leave granted
14	EL 2	No study leave granted
34	EL 1	No study leave granted

2.

Tempo Strategies – Leadership Development Program 3.

a) Group Based

b) and c)

No of employees	Employment classification	Hours involved per participant
14	EL 2	13.5 hours

d) \$22,220.00 (including GST)

e) Complete Package

Tempo Strategies – Leadership Development Program 4.

a) Group Based

b) and c)

No of employees	Employment classification	Hours involved per participant
16	EL 1	21

d) \$22,220.00 (including GST)

e) Complete package

Stillwell Management Consultants – Executive Coaching.

a) One on one

b) and c)

No of employees	Employment classification	Hours involved
1	SES Band 2	4

d) \$7,040.00 (including GST)

e) Complete Package

Tempo Strategies – Executive coaching.

a) One on one

b) and c)

No of employees	Employment classification	Hours involved
3	EL 2	5

d) \$1,716.00 (including GST)

e) Complete package

Margie Darcy – Executive Coaching.

a) One on one

b) and c)

No of employees	Employment classification	Hours involved
2	APS 5	15
1	EL 1	10

d) \$9,075.00 (including GST)

e) Complete Package

Joanne Blackburn – Executive Coaching.

a) One on one

b) and c)

No of employees	Employment classification	Hours involved
1	EL 2	2

d) \$1,100.00 (including GST)

e) Complete Package

3.

a) Manager as Coach Program (Crowne Plaza, Canberra City)

b) and c)

No of employees	Employment classification	Hours involved
18	EL 2	3

d) \$1,964.00 (including GST)

4. There is no agreement for employees to continue employment once training has been completed.

5. Approved employees are eligible for up to 5 hours per week of study leave to attend face to face tutorials, classes, excursions or scheduled residential study course.

Degrees or program title:

- Bachelor of Business of Administration
- Bachelor of Commerce
- Master of Environmental Management and Development
- Graduate Diploma of Environmental Science
- Master of Infrastructure Engineering and Management

- Master of International and Development Economics
- Diploma of Government (Contracting and Procurement)
- Masters of Environment

National Water Commission

1. The National Water Commission did not purchase any executive coaching or leadership training services during the period 1 February to 30 April 2014.
2. Not applicable.
3. Not applicable.
4. No agreements are entered into with staff in regard to continuing employment after training has been completed. However, as part of the approval process for education/executive coaching and/or other leadership training services, consideration is given to the short and long term benefits to the Commission.
5. No graduate or post graduate study has been approved during the period 1 February to 30 April 2014.

Sydney Harbour Federation Trust

Nil response.