

**Senate Economics Legislation Committee**  
**ANSWERS TO QUESTIONS ON NOTICE**  
**Treasury Portfolio**  
Budget Estimates 2014  
3 June to 5 June 2014

**Department/ Agency:** APRA

**Question:** BET 1760-1764

**Topic:** Executive Coaching and Leadership Training

**Reference:** Written – 12 June 2014

**Senator:** Ludwig

**Question**

1760. 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)
  - d) The names of all service providers engaged
- 1761 For each service purchased from a provider listed under (1d), 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)
1762. 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
1763. 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?

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1764. For graduate or post graduate study, please breakdown each approved study leave by staffing allocation and degree or program title.

\* period 26 February to 12 June 2014

**Answer:**

1760. a) The total expenditure on the Australian Prudential Regulation Authority's (APRA's) executive coaching and/or other leadership training services from 26 February to 12 June 2014 was \$74,900.
- b) – c) APRA has had 149 managers participate in leadership training and /or executive coaching. The employment classification of participants in leadership training included Level 4 Managers, Level 5 Senior Managers, General Managers and Executive General Managers. No study leave was granted for participation in executive coaching and/or other leadership training services.
- d) Service providers for executive coaching and leadership training from 26 February to 12 June 2014 are:
- Access Programs Australia Limited;
  - Holloway Consulting;
  - Sympatico Solutions Pty Ltd ;
  - The Donington Group Pty Ltd; and
  - UGM Consulting Pty Ltd.
1761. a) – b) Service providers for executive coaching and leadership training from 26 February to 12 June 2014 are:
- Access Programs Australia Limited - leadership development programs, group-based.
  - Holloway Consulting - leadership development programs, group-based;
  - Sympatico Solutions Pty Ltd, coaching services one-on-one;
  - The Donington Group Pty Ltd- coaching services, one-on-one; and
  - UGM Consulting Pty Ltd - leadership development programs, group-based;
- c) – f) APRA does not record the requested data in a way that would readily allow answers to be provided to these questions. To attempt to provide this level of detail would involve unreasonable diversion of APRA's resources.
1762. See response to 1761. c) to f) above.

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1763. Staff receiving education support through the APRA Studies Support program are required to give an undertaking to repay studies support expenses incurred over the previous 12 months in the event that they leave APRA during their studies or within 12 months of the completion of the formal study program.
1764. Fifty-two APRA staff members are currently receiving studies support. APRA does not record the breakdown of this requested data in a way that would readily allow answers to be provided to these questions. To attempt to provide this level of detail would involve unreasonable diversion of APRA's resources.